Industrial Relations Law Reports

32-YEAR ALPHABETICAL CASE INDEX

Cases reported September 1972 to December 2003

32-YEAR REVERSE ORDER CASE INDEX

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22-YEAR CUMULATIVE INDEX

Subject index of cases January 1982 to December 2003

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Switzerland	Stämpfli Verlag AG, BERNE
USA	LexisNexis, DAYTON, Ohio

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Published by LexisNexis UK

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A CIP Catalogue record for this book is available from the British Library.

ISSN 0307-5591

Printed by Unwin Brothers Ltd, Old Woking

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32-YEAR ALPHABETICAL INDEX, 32-YEAR REVERSE ORDER CASE INDEX AND 22-YEAR CUMULATIVE INDEX

This index is to cases reported in the first 32 volumes of *Industrial Relations Law Reports* (IRLR) (1972 to 2003). The index is divided into four sections – the Casemark reference system, a 32-year Alphabetical Index to cases reported, a 32-year Reverse Order Index to cases reported and a 22-year Cumulative Index of cases reported. With the aid of this index, readers will be able to refer readily to either a particular case or a group of cases on the same or related issues.

The Casemark reference system (p.5)

IRLR's unique Casemark reference system breaks down the main issues under relevant jurisdictions into numerical references. Each separate cause of action is identified by a number in the hundreds – for example **200 Unfair dismissal**. Under that main head, major issues which arise are referred to by a number in the tens – eg **230–239 Reason for dismissal**. This range is then subdivided into various aspects – eg **234 Conduct**. Where appropriate, there is a further breakdown to one decimal place according to particular issues – eg **234.3 Refusal to cooperate with management**. Where the issues can be specified further, the reference goes to two decimal places – eg **234.36 Refusal to obey an order**. The Casemark system is used regularly in IRLR to identify the key issues in the cases reported.

32-year Alphabetical Index to cases reported (p.8)

This index lists all cases alphabetically under the name of the applicant or appellant. The reference beside each entry gives the year and page number at which the case was reported. Industrial/employment tribunal cases and decisions of the Certification Officer are shown in roman type; all others are in italics. Decisions of the Employment Appeal Tribunal and its predecessor, the National Industrial Relations Court, are shown in italics without any further court reference. The abbreviations for decisions of the High Court (HC), Court of Appeal (CA), Court of Session in Scotland (CS), Court of Appeal in Northern Ireland (NICA), House of Lords (HL), European Court of Justice (ECJ) and European Court of Human Rights (ECHR) are as shown.

32-year Reverse Order Index to cases reported (p.25)

This index lists all cases alphabetically under the name of the respondent. The reference beside each entry gives the year and page number at which the case was reported. Industrial/employment tribunal cases and decisions of the Certification Officer are shown in roman type; all others are in italics. Decisions of the Employment Appeal Tribunal and its predecessor, the National Industrial Relations Court, are shown in italics without any further court reference. The abbreviations for decisions of the High Court (HC), Court of Appeal (CA), Court of Session in Scotland (CS), Court of Appeal in Northern Ireland (NICA), House of Lords (HL), European Court of Justice (ECJ) and European Court of Human Rights (ECHR) are as shown.

22-year Cumulative Index of cases (p.42)

Using the Casemark reference system, the Cumulative Index lists cases reported under key issues. It follows the same order as Casemark, starting with **Contracts of employment**. To use the Cumulative Index, you will first need to refer to Casemark to establish the numerical reference of the issue with which you are concerned. For example, if you want to refer to cases dealing with employees who have been dismissed for lateness, you should look first under the main **Unfair dismissal** head, then under **Reason for dismissal**, then **Conduct** and finally under **Attendance**, where you will find **Lateness** numbered **234.11**. Looking then at the Cumulative Index under **234.11 Reason for dismissal – Conduct – Attendance – Lateness**, you will find listed all the cases concerning lateness that we have reported in the past 22 years. These

appear in year order, beginning with 2003. For each year, the cases are then listed in numerical page order, beginning with p.1. Once again, industrial/employment tribunal cases and Certification Officer decisions appear in roman type and all other cases in italic.

As many cases involve more than one issue, a particular case may well appear in the Cumulative Index under more than one heading.

European cases (p.75)

This index lists all European cases reported in IRLR, arranged by year and case number to facilitate reference to cases that may be referred to by different names at different times.

Using the Index

If you want to refer to a particular case and you know the name of one or both of the parties, then the Alphabetical Index or the Reverse Order Index to cases will indicate if and when we reported the case in IRLR. If you are not sure of the name of the parties but know the issue with which it dealt, then by first referring to Casemark as described above, you can use the Cumulative Index to find the report of the case. If you wish to refer to all the cases that we have reported on a specific issue, then you should refer to the Cumulative Index.

Back copies

If in looking through the Index you see cases that you find of particular interest, please remember that back copies of *Industrial Relations Law Reports* are always available. For further details contact customer services on 020 8662 2000.

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Notations used are abbreviations as follows:

CA	– Court of Appeal
CC	– County Court
CO	– Certification Officer decisions
CS	– Court of Session
ECJ	– European Court of Justice
ECHR	– European Court of Human Rights
ECFI	– Court of First Instance of the European Communities
HC	– High Court
HL	– House of Lords
NICA	– Northern Ireland Court of Appeal
NIHC	– Northern Ireland High Court
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Notations used are abbreviations as follows:

CA	– Court of Appeal
CC	– County Court
CO	– Certification Officer decisions
CS	– Court of Session
ECJ	– European Court of Justice
ECHR	– European Court of Human Rights
HC	– High Court
HL	– House of Lords
NICA	– Northern Ireland Court of Appeal
NIHC	– Northern Ireland High Court
NIRC	– National Industrial Relations Court
PC	– Privy Council
SC	– Sheriff Court

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International Packaging Corporation (UK) Ltd v Balfour [2003] IRLR 11
Scottbridge Construction Ltd v Wright [2003] IRLR 21 CS and [2001] IRLR 589
Walton v Independent Living Organisation Ltd [2003] IRLR 469 CA
British Nursing Association v Inland Revenue (National Minimum Wage Compliance Team) [2002] IRLR 480 CA
Rossiter v Pendragon plc; Air Foyle Ltd v Crosby-Clarke [2002] IRLR 483 CA
British Nursing Association v Inland Revenue (National Minimum Wage Compliance Team) [2001] IRLR 659
Barber v RJB Mining (UK) Ltd [1999] IRLR 308 HC
Alcan Extrusions v Yates [1996] IRLR 327
Green v Roberts [1992] IRLR 499
Harber v North London Polytechnic [1990] IRLR 198 CA
Society of Licensed Victuallers v Chamberlain [1989] IRLR 421
Lewis v Surrey County Council [1987] IRLR 509 HL, [1986] IRLR 455 CA and [1986] IRLR 11
Suffolk County Council v Secretary of State for the Environment and Alcock [1985] IRLR 24 HL
Secretary of State for Employment v Deary and Cambridgeshire County Council [1984] IRLR 180
Lotus Cars Ltd v Sutcliffe and Stratton [1982] IRLR 381 CA
125.1 Terms of employment – Hours of work – Overtime
London Borough of Newham v Skingle [2003] IRLR 359 CA and [2003] IRLR 72 HC
Dunlop Tyres Ltd v Blows [2001] IRLR 629 CA
Ali v Christian Salvesen Food Services Ltd [1997] IRLR 17 CA and [1995] IRLR 624
McClory v The Post Office [1993] IRLR 159 HC
Johnstone v Bloomsbury Health Authority [1991] IRLR 118 CA
Evans v Elemeta Holdings [1982] IRLR 143
126 Terms of employment – Right to work
SBJ Stephenson Ltd v Mandy [2000] IRLR 233 HC
William Hill Organisation Ltd v Tucker [1998] IRLR 313 CA
127 Terms of employment – Notice
Scotts Company (UK) Ltd v Budd [2003] IRLR 145
Reda v Flag Ltd [2002] IRLR 747 PC
Johnson v Unisys Ltd, [2001] IRLR 279 HL
Richardson (HM Inspector of Taxes) v Delaney [2001] IRLR 663 HC
Giraud UK Ltd v Smith [2000] IRLR 763
Masiak v City Restaurants (UK) Ltd [1999] IRLR 780
Morran v Glasgow Council of Tenants Associations [1998] IRLR 67 CS
Hutchings v Coinseed Ltd [1998] IRLR 190 CA
William Hill Organisation Ltd v Tucker [1998] IRLR 313 CA
Gregory v Wallace [1998] IRLR 387 CA
Brown v Chief Adjudication Officer [1997] IRLR 110 CA
Crédit Suisse Asset Management Ltd v Armstrong [1996] IRLR 450 CA
Boyo v London Borough of Lambeth [1995] IRLR 50 CA
Secretary of State for Employment v Staffordshire County Council [1989] IRLR 117 CA and [1988] IRLR 3
Secretary of State for Employment v Cameron Iron Works [1989] IRLR 117 CA
Boxfoldia Ltd v National Graphical Association (1982) [1988] IRLR 383 HC
Evening Standard Co Ltd v Henderson [1987] IRLR 64 CA
Metropolitan Borough of Solihull v National Union of Teachers [1985] IRLR 211 HC
Bond v CAV Ltd and Neads v CAV Ltd [1983] IRLR 360 HC
127.2 Terms of employment – Notice – Payment in lieu
Cerberus Software Ltd v Rowley [2001] IRLR 160 CA
Richardson (HM Inspector of Taxes) v Delaney [2001] IRLR 663 HC
T & K Home Improvements Ltd v Skilton [2000] IRLR 595 CA
EMI Group Electronics Ltd v Coldicott [1999] IRLR 630 CA
Cerberus Software Ltd v Rowley [1999] IRLR 690
Morran v Glasgow Council of Tenants Associations [1998] IRLR 67 CS
Gregory v Wallace [1998] IRLR 387 CA
G F Sharp & Co Ltd v McMillan [1998] IRLR 632
Secretary of State for Employment v Stewart [1996] IRLR 334
Baldwin v British Coal Corporation [1995] IRLR 139 HC
Abrahams v Performing Rights Society [1995] IRLR 486 CA
Marshall (Cambridge) Ltd v Hamblin [1994] IRLR 260
Delaney v Staples [1992] IRLR 191 HL and [1991] IRLR 112
Trotter v Forth Ports Authority [1991] IRLR 419 CS
Foster Wheeler (London) Ltd v Jackson [1990] IRLR 412
Janstorp International (UK) Ltd v Allen [1990] IRLR 417
Gothard v Mirror Group Newspapers Ltd [1988] IRLR 396 CA
Rex Stewart Jeffries Parker Ginsberg Ltd v Parker [1988] IRLR 483 CA
127.7 Terms of employment – Notice – Waiver of right
Baldwin v British Coal Corporation [1995] IRLR 139 HC
Trotter v Forth Ports Authority [1991] IRLR 419 CS
128 Terms of employment – Holidays and holiday pay
Hill v Chapell [2003] IRLR 19
Evans v Malley Organisation Ltd [2003] IRLR 156 CA
MPB Structures Ltd v Munro [2003] IRLR 350 CS and [2002] IRLR 601
Marshalls Clay Products Ltd v Caulfield; Pearce v Huw Howatson Ltd; Clarke v Frank Staddon Ltd; Sutton v Potting Construction Ltd; Hoy v Hanlin Construction [2003] IRLR 552
Gridquest Ltd v Blackburn, [2002] IRLR 604 CA, [2002] IRLR 168
Harris v Richard Lawson Autologistics Ltd [2002] IRLR 476 CA
Leisure Leagues UK Ltd v Maconnachie [2002] IRLR 600
Blackburn v Gridquest Ltd [2002] IRLR 604 CA, [2002] IRLR 168
Campbell & Smith Construction Group Ltd v Greenwood [2001] IRLR 588
Witley & District Men's Club Ltd v Mackay [2001] IRLR 595
Davies v M J Wyatt (Decorators) Ltd [2000] IRLR 759
Taylor v East Midlands Offender Employment [2000] IRLR 760
Thames Water Utilities v Reynolds [1996] IRLR 186
(1) Kerr v The Sweater Shop (Scotland) Ltd (2) The Sweater Shop (Scotland) Ltd v Park [1996] IRLR 424
Morley v Heritage plc [1993] IRLR 400 CA
129 Terms of employment – Sick pay/sick leave
Walton v Airtours plc and Sun Life Assurance Company of Canada [2003] IRLR 161 CA
Jowitt v Pioneer Technology (UK) Ltd [2003] 356 CA and [2002] 790

Manchester City Council v Thurston [2002] IRLR 319
Briscoe v Lubrizol Ltd [2002] IRLR 607 CA
Marlow v East Thames Housing Group Ltd [2002] IRLR 798 HC
Beveridge v KLM UK Ltd [2000] IRLR 765
Villella v MFI Furniture Centres Ltd [1999] IRLR 468 HC
Wandsworth London Borough Council v D'Silva [1998] IRLR 193 CA
Hill v General Accident Fire and Life Assurance Corporation plc [1998] IRLR 641 CS
Adin v Sedco Forex International Resources Ltd [1997] IRLR 280 CS
Bainbridge v Circuit Foil UK Ltd [1997] IRLR 305 CA
Brompton v AOC International Ltd [1997] IRLR 639 CA
Aspden v Webbs Poultry & Meat Group (Holdings) Ltd [1996] IRLR 521 HC
Franklin v British Railways Board [1993] IRLR 441 CA
Hooper v British Railways Board [1988] IRLR 517 CA
Notcutt v Universal Equipment Co (London) Ltd [1986] IRLR 218 CA
Smiths Industries Aerospace & Defence Systems Ltd v Brookes [1986] IRLR 434
Howman & Son v Blyth [1983] IRLR 139
Mears v Safecar Security Ltd [1982] IRLR 183 CA

130 Terms of employment – Pension rights/ retirement

London Borough of Newham v Skingle [2003] IRLR 359 CA and [2003] IRLR 72 HC
Ibekwe v London General Transport Services Ltd [2003] IRLR 697 CA
Agco Ltd v Massey Ferguson Works Pension Trust Ltd [2003] IRLR 783 CA
Wall v British Compressed Air Society [2003] IRLR 836
Hagen v ICI Chemicals and Polymers Ltd [2002] IRLR 31 HC
Marlow v East Thames Housing Group Ltd [2002] IRLR 798 HC
Silvey v Pendragon plc [2001] IRLR 685 CA
Outram v Academy Plastics [2000] IRLR 499 CA
Taylor v Secretary of State for Scotland [2000] IRLR 502 HL and [1999] IRLR 362 CS
University of Nottingham v (1) Eyett (2) The Pensions Ombudsman [1999] 87 HC
Derby Daily Telegraph Ltd v (1) The Pensions Ombudsman (2) Thompson [1999] IRLR 476 HC
Secretary of State for Scotland v Taylor [1997] IRLR 608
Bradley v London Fire and Civil Defence Authority [1995] IRLR 46 HC
Bratko v Beloit Walmsley Ltd [1995] IRLR 629
Harris v Shuttleworth [1994] IRLR 547 CA
Walden Engineering Co Ltd v Warrener [1993] IRLR 420
Hopkins v Norcross plc [1992] IRLR 304 HC
Barber v Thames Television plc [1992] IRLR 410 CA and [1991] IRLR 236
Imperial Group Pension Trust Ltd v Imperial Tobacco Ltd [1991] IRLR 66 HC
Scally v Southern Health and Social Services Board [1991] IRLR 522 HL
Mihlenstedt v Barclays Bank International Ltd [1989] IRLR 522 CA
Gothard v Mirror Group Newspapers Ltd [1988] IRLR 396 CA
Swaine v Health and Safety Executive [1986] IRLR 205
Highlands & Islands Development Board v MacGillivray [1986] IRLR 210 CS
Waite v Government Communications Headquarters [1983] IRLR 341 HL and [1983] IRLR 161 CA
DHSS v Coy [1983] IRLR 474
Age Concern Scotland v Hines [1983] IRLR 477

131 Terms of employment – Duty of fidelity

Item Software (UK) Ltd v Fassihi [2003] IRLR 769
HCWard Evans Financial Services Ltd v Fox [2002] IRLR 120 CA
Nottingham University v Fishel [2000] IRLR 471 HC
Lancashire Fires Ltd v SA Lyons & Co Ltd [1997] IRLR 113 CA
GFI Group Inc v Eaglestone [1994] IRLR 119 HC
Macmillan Inc v Bishopsgate Investment Trust plc [1993] IRLR 393 CA
Newns v British Airways plc [1992] IRLR 575 CA
Roger Bullivant Ltd v Ellis [1987] IRLR 491 CA
Johnson & Bloy (Holdings) Ltd and Johnson & Bloy Ltd v Wolstenholme Rink plc and Fallon [1987] IRLR 499 CA
Faccenda Chicken Ltd v Fowler [1986] IRLR 69 CA
Nova Plastics Ltd v Froggatt [1982] IRLR 146

131.1 Terms of employment – Duty of fidelity – Trade secrets

SBJ Stephenson Ltd v Mandy [2000] IRLR 233 HC
FSS Travel and Leisure Systems Ltd v Johnson [1998] IRLR 382 CA
Lancashire Fires Ltd v SA Lyons & Co Ltd [1997] IRLR 113 CA
(1) PSM International plc and (2) McKechnie plc v (1) Whitehouse and (2) Willenhall Automation Ltd [1992] IRLR 279 CA
Lansing Linde Ltd v Kerr [1991] IRLR 80 CA
Lock International plc v Beswick [1989] IRLR 481 HC

131.2 Terms of employment – Duty of fidelity – Confidential information

Ward Evans Financial Services Ltd v Fox [2002] IRLR 120 CA
SBJ Stephenson Ltd v Mandy [2000] IRLR 233 HC
Brooks v Olyslager OMS (UK) Ltd [1998] IRLR 590 CA
Lancashire Fires Ltd v SA Lyons & Co Ltd [1997] IRLR 113 CA
Soros and Soros v Davison and Davison [1994] IRLR 264
Lansing Linde Ltd v Kerr [1991] IRLR 80 CA
Dalgleish v Lothian and Borders Police Board [1991] IRLR 422 CS
Systems Reliability Holdings plc v Smith [1990] IRLR 377 HC
In re a company's application [1989] IRLR 477 HC
Lock International plc v Beswick [1989] IRLR 481 HC

131.3 Terms of employment – Duty of fidelity – Faithful service

Adamson v B & L Cleaning Services Ltd [1995] IRLR 193
Ticehurst and Thompson v British Telecommunications plc [1992] IRLR 219 CA

132 Terms of employment – Fiduciary duty

Item Software (UK) Ltd v Fassihi [2003] IRLR 769 HC
Nottingham University v Fishel [2000] IRLR 471 HC
Horcal Ltd v Gatland [1984] IRLR 288 CA and [1983] IRLR 459 HC
Maintenance Co Ltd v Dormer [1982] IRLR 491

133 Terms of employment – Duty to take reasonable care

Marshall Specialist Vehicles Ltd v Osborne [2003] IRLR 672
Pratley v Surrey County Council [2003] IRLR 794 CA
Hagen v ICI Chemicals and Polymers Ltd [2002] IRLR 31 HC
Sutherland v Hatton; Somerset County Council v Barber; Sandwell Metropolitan Borough Council v Jones; Baker Refractories Ltd v Bishop [2002] IRLR 263 CA
Coxall v Goodyear Great Britain Ltd [2002] IRLR 742 CA
Cross v Highlands and Islands Enterprise [2001] IRLR 336 CS
Cox v Sun Alliance Life Ltd [2001] IRLR 448 CA
Kidd v Axa Equity & Law Life Assurance plc [2000] IRLR 301 HC
Bartholomew v London Borough of Hackney [1999] IRLR 246 CA
Walker v Northumberland County Council [1995] IRLR 35 HC
Spring v Guardian Assurance plc [1994] IRLR 460 HL, [1993] IRLR 122 CA and [1992] IRLR 173 HC
Johnston v Bloomsbury Health Authority [1991] IRLR 118 CA
Reid v Rush and Tompkins Group plc [1989] IRLR 265 CA
Dutton & Clark Ltd v Daly [1985] IRLR 363

134 Terms of employment – Duty of mutual trust and confidence

McCabe v Cornwall County Council [2003] IRLR 87 CA
Glendale Managed Services v Graham [2003] IRLR 465 CA
Marshall Specialist Vehicles Ltd v Osborne [2003] IRLR 672
Horkulak v Cantor Fitzgerald International [2003] IRLR 756 HC
Morrow v Safeway Stores plc [2002] IRLR 9
White v Bristol Rugby Ltd [2002] IRLR 204 HC
King v University Court of the University of St Andrews [2002] IRLR 252 CS
Transco plc (formerly BG plc) v O'Brien [2002] IRLR 444 CA
Eastwood v Magnox Electric plc [2002] IRLR 447 CA
BCCI SA v Ali (No.3) [2002] IRLR 460 CA and [1999] IRLR 508 HC
Reda v Flag Ltd [2002] IRLR 747 PC
Marlow v East Thames Housing Group Ltd [2002] IRLR 798 HC
Cantor Fitzgerald International v Bird [2002] IRLR 867 HC
Johnson v Unisys Ltd, [2001] IRLR 279 HL
BG plc v O'Brien [2001] IRLR 496
Barros D'Sa v University of Coventry Hospital and Warwickshire NHS Trust [2001] IRLR 691 CA
Hilton v Shiner Ltd – Builders Merchants [2001] IRLR 727
TSB Bank plc v Harris [2000] IRLR 157
Moores v Bude-Stratton Town Council [2000] IRLR 676
Gogay v Hertfordshire County Council [2000] IRLR 703 CA
University of Nottingham v (1) Eyett (2) The Pensions Ombudsman [1999] 87 HC
BCCI SA v Ali [1999] IRLR 226 HC
Neary v Dean of Westminster [1999] IRLR 288
(1) Reed (2) Bull Information Systems Ltd v Stedman [1999] IRLR 299
Macari v Celtic Football and Athletic Co Ltd [1999] IRLR 787 CS
Hill v General Accident Fire and Life Assurance Corporation plc [1998] IRLR 641 CS
French v Barclays Bank plc [1998] IRLR 646 CA
Wood Group Heavy Industrial Turbines Ltd v Crossan [1998] IRLR 680
Brown v Merchant Ferries Ltd [1998] IRLR 682 NICA
Malik v BCCI SA (in compulsory liquidation) [1997] IRLR 462 HL and [1995] IRLR 375 CA
Sita (GB) Ltd v Burton [1997] IRLR 501
Smyth v Croft Inns Ltd [1996] IRLR 84 NICA
Imperial Group Pension Trust Ltd v Imperial Tobacco Ltd [1991] IRLR 66 HC
United Bank Ltd v Akhtar [1989] IRLR 507
Wadley v Eager Electrical Ltd [1986] IRLR 93
Laughton and Hawley v Bapp Industrial Supplies Ltd [1986] IRLR 245
City and Hackney Health Authority v National Union of Public Employees [1985] IRLR 252 CA
Bliss v South East Thames Regional Health Authority [1985] IRLR 308 CA

135 Terms of employment – Other implied terms

Johnson v Unisys Ltd, [2001] IRLR 279 HL
Stevedoring & Haulage Services Ltd v Fuller [2001] IRLR 627 CA
Ali v Christian Salvesen Food Services Ltd [1997] IRLR 17 CA
Wallace Bogan & Co Ltd v Cove [1997] IRLR 453 CA
Waltons & Morse v Dorrington [1997] IRLR 488
Re BCCI SA [1994] IRLR 282 HC
Dryden v Greater Glasgow Health Board [1992] IRLR 469

135.1 Terms of employment – Other implied terms – Duty to inform

Ibekwe v London General Transport Services Ltd [2003] IRLR 697 CA
Item Software (UK) Ltd v Fassihi [2003] IRLR 769 HC
Nottingham University v Fishel [2000] IRLR 471 HC
Scally v Southern Health and Social Services Board [1991] IRLR 522 HL

135.3 Terms of employment – Other implied terms – Duty to insure

Bernadone v Pall Mall Services Group; Martin v Lancashire County Council [2000] IRLR 487 CA and [1999] IRLR 617 HC

136 Terms of employment – Lay off

Miller v Hamworthy Engineering Ltd [1986] IRLR 461 CA
Kenneth MacRae & Co Ltd v Dawson [1984] IRLR 5
Bond v CAV Ltd and Neads v CAV Ltd [1983] IRLR 360 HC

137 Terms of employment – Appeals procedure

Drage v Governors of Greenford High School [2000] IRLR 314 CA
Westminster City Council v Cabaj [1996] IRLR 399 CA
Cabaj v Westminster City Council [1994] IRLR 530
R v Secretary of State for Health ex parte Guirguis [1990] IRLR 30 CA
Palmer and Saunders v Southend-on-Sea Borough Council [1984] IRLR 119 CA
Snaith, In re [1982] IRLR 157 NIHC
R v BBC ex parte Lavelle [1982] IRLR 404 HC

138 Terms of employment – Disputes procedure

Tadd v Eastwood and Daily Telegraph Ltd [1985] IRLR 119 CA and [1983] IRLR 320 HC
Irani v Southampton and South-West Hampshire Health Authority [1985] IRLR 203 HC

139 Terms of employment – Disciplinary procedure

London Underground Ltd v Ferenc-Batchelor; Harding v London Underground Ltd [2003] IRLR 252
Skidmore v Dartford & Gravesham NHS Trust [2003] IRLR 445 HL
Johnson v Unisys Ltd, [2001] IRLR 279 HL
Barros D'Sa v University of Coventry Hospital and Warwickshire NHS Trust [2001] IRLR 691 CA
Raspin v United News Shops Ltd [1999] IRLR 9
Peace v City of Edinburgh Council [1999] IRLR 417 CS
Janciuk v Winerite Ltd [1998] IRLR 63
Friend v Civil Aviation Authority [1998] IRLR 253 CA
Focsa Services (UK) Ltd v Birkett [1996] IRLR 325
Boyo v London Borough of Lambeth [1995] IRLR 50 CA
Blair v Lochaber District Council [1995] IRLR 135 CS
WA Goold (Pearmak) Ltd v McConnell [1995] IRLR 516
McClory v The Post Office [1993] IRLR 159 HC
Jones v Gwent County Council [1992] IRLR 521 HC
R v Secretary of State for Health ex parte Guirguis

[1990] IRLR 30 CA
Wadcock v London Borough of Brent [1990] IRLR 223 HC
Ali v London Borough of Southwark [1988] IRLR 100 HC
Dietman v London Borough of Brent [1988] IRLR 299 CA and [1987] IRLR 259 HC
McGoldrick v London Borough of Brent [1987] IRLR 67 CA
Batchelor v British Railways Board [1987] IRLR 136 CA
R v Chief Constable of South Wales ex parte Thornhill [1987] IRLR 313 CA
Saeed v Greater London Council (Inner London Education Authority) [1986] IRLR 23 HC
Honeyford v City of Bradford Metropolitan Council [1986] IRLR 32 CA
Calveley v Merseyside Police [1986] IRLR 177 CA
City and Hackney Health Authority v National Union of Public Employees [1985] IRLR 252 CA

150 Employment-related torts

Balfron Trustees Ltd v Peterson [2001] IRLR 758 HC
Friend v Civil Aviation Authority [2001] IRLR 819 CA
Outram v Academy Plastics [2000] IRLR 499 CA
Waters v Commissioner of Police of the Metropolis [2000] IRLR 720 HL
Wilson v Housing Corporation [1997] IRLR 346 HC

150.2 Employment-related torts – Conspiracy

Faccenda Chicken Ltd v Fowler [1984] IRLR 61 HC

150.3 Employment-related torts – Negligent misstatement

Hagen v ICI Chemicals and Polymers Ltd [2002] IRLR 31 HC
Legal & General Assurance Ltd v Kirk [2002] IRLR 124 CA
Cox v Sun Alliance Life Ltd [2001] IRLR 448 CA
Kidd v Axa Equity & Law Life Assurance plc [2000] IRLR 301 HC
Bartholomew v London Borough of Hackney [1999] IRLR 246 CA
Kapfunde v Abbey National plc and Daniel [1998] IRLR 583 CA
Port of Sheerness v Brachers [1997] IRLR 214 HC
Baker v Kaye [1997] IRLR 219 HC
Spring v Guardian Assurance plc [1994] IRLR 460 HL, [1993] IRLR 122 CA and [1992] IRLR 173 HC

150.4 Employment-related torts – Defamation/ malicious falsehood

Friend v Civil Aviation Authority [1998] IRLR 253 CA
A v Company B Ltd [1997] IRLR 405 HC

158 Employment-related torts – Discovery

A v Company B Ltd [1997] IRLR 405 HC

159 Employment-related torts – Damages

Port of Sheerness v Brachers [1997] IRLR 214 HC

160 Effect of collective agreement

Glendale Managed Services v Graham [2003] IRLR 465 CA
Harris v Richard Lawson Autologistics Ltd [2002] IRLR 476 CA
Henry v London General Transport Services Ltd [2002] IRLR 472 CA and [2001] IRLR 132
City of Edinburgh Council v Brown [1999] IRLR 208
Anderson v Pringle of Scotland Ltd [1998] IRLR 64 CS
Ali v Christian Salvesen Food Services Ltd [1997] IRLR 17 CA
Whent v T Cartledge Ltd [1997] IRLR 153
Airlie v City of Edinburgh District Council [1996] IRLR 516
Adams v British Airways plc [1996] IRLR 574 CA
Lee v GEC Plessey Telecommunications [1993] IRLR 383 HC
Alexander v Standard Telephones & Cables Ltd and Wall v Standard Telephones & Cables Ltd [1990] IRLR 55 HC
Alexander v Standard Telephones & Cables Ltd and Wall v Standard Telephones & Cables Ltd (No.2) [1991] IRLR 286 HC
York City & District Travel Ltd v Smith [1990] IRLR 213
Hamilton v Futura Floors Ltd [1990] IRLR 478 CS
Cadoux v Central Regional Council [1986] IRLR 131 CS
Marley v Forward Trust Group Ltd [1986] IRLR 369 CA and [1986] IRLR 43
NCB v NUM [1986] IRLR 439 HC
Miller v Hamworthy Engineering Ltd [1986] IRLR 461 CA
Tadd v Eastwood and Daily Telegraph Ltd [1985] IRLR 119 CA and [1983] IRLR 320 HC
City and Hackney Health Authority v National Union of Public Employees [1985] IRLR 252 CA
Gibbons v Associated British Ports [1985] IRLR 376 HC
Robertson and Jackson v British Gas Corporation [1983] IRLR 302 HC
Bond v CAV Ltd and Neads v CAV Ltd [1983] IRLR 360 HC

168 Effect of Working Time Regulations

Witley & District Men's Club Ltd v Mackay [2001] IRLR 595
Barber v RJB Mining (UK) Ltd [1999] IRLR 308 HC

169 Effect of Wages Council Order

Nerva v United Kingdom [2002] IRLR 815 ECHR
Nerva v R L & G Ltd [1996] IRLR 461 CA and [1995] IRLR 200 HC
Reid v Camphill Engravers [1990] IRLR 268
Cooner v P S Doal & Sons [1988] IRLR 338

170 Termination

Hill v Chapell [2003] IRLR 19
Agco Ltd v Massey Ferguson Works Pension Trust Ltd [2003] IRLR 783 CA
Jenvey v Australian Broadcasting Corporation [2002] IRLR 520 HC
Reda v Flag Ltd [2002] IRLR 747 PC
Villella v MFI Furniture Centres Ltd [1999] IRLR 468 HC
Macari v Celtic Football and Athletic Co Ltd [1999] IRLR 787 CS
Hill v General Accident Fire and Life Assurance Corporation plc [1998] IRLR 641 CS
Adin v Sedco Forex International Resources Ltd [1997] IRLR 280 CS
Sarker v South Tees Acute Hospitals NHS Trust [1997] IRLR 328
PR Consultants Scotland Ltd v Mann [1996] IRLR 188 CS
D v M [1996] IRLR 192 HC
Living Design (Home Improvements) Ltd v Davidson [1994] IRLR 69 CS
R v Chief Constable of South Wales ex parte Thornhill [1987] IRLR 313 CA
R v Secretary of State for the Home Department ex parte Benwell [1985] IRLR 6 HC
R v Hertfordshire County Council ex parte National Union of Public Employees and R v East Sussex County Council ex parte National Union of Public Employees [1985] IRLR 258 CA
R v East Berkshire Health Authority [1984] IRLR 278 CA
Blyth v Scottish Liberal Club [1983] IRLR 245 CS
Dalgleish v Kew House Farm Ltd [1982] IRLR 251 CA
R v BBC ex parte Lavelle [1982] IRLR 404 HC

171 Termination – Wrongful dismissal

Horkulak v Cantor Fitzgerald International [2003] IRLR 756 HC
Item Software (UK) Ltd v Fassihi [2003] IRLR 769 HC
Virgin Net Ltd v Harper [2003] IRLR 831
Halfpenny v IGE Medical Systems Ltd [2001] IRLR 96 HL and [1999] IRLR 177 CA
Cerberus Software Ltd v Rowley [2001] IRLR 160 CA
Oxford University v (1) Humphreys (2) Associated Examining Board [2000] IRLR 183 CA
Johnson v Unisys Ltd [1999] IRLR 90 CA
Levett v Biotrace International plc [1999] IRLR 375 CA
Masiak v City Restaurants (UK) Ltd [1999] IRLR 780
Focsa Services (UK) Ltd v Birkett [1996] IRLR 325
Rock Refrigeration Ltd v Jones [1996] IRLR 675 CA
Boyo v London Borough of Lambeth [1995] IRLR 50 CA
Hopkins v Norcros plc [1994] IRLR 18 CA and [1992] IRLR 304 HC
Alexander v Standard Telephones & Cables Ltd and Wall v Standard Telephones & Cables Ltd (No.2) [1991] IRLR 286 HC
Bowater plc v Charlwood [1991] IRLR 340
Chapman v Aberdeen Construction Group plc [1991] IRLR 505 CS
Greg May (CF & C) Ltd v Dring [1990] IRLR 19
Alexander v Standard Telephones & Cables Ltd and Wall v Standard Telephones & Cables Ltd [1990] IRLR 55 HC
O'Laoire v Jackel International Ltd [1990] IRLR 70 CA
Micklefield v SAC Technology Ltd [1990] IRLR 281 HC
Briggs v Oates [1990] IRLR 472 HC
Dietman v London Borough of Brent [1988] IRLR 299 CA and [1987] IRLR 259 HC
BSC Sports & Social Club v Morgan [1987] IRLR 391
Irani v Southampton and South-West Hampshire Health Authority [1985] IRLR 203 HC
Westwood v Secretary of State for Employment [1984] IRLR 209 HL

172.1 Termination – Summary dismissal – Gross misconduct

Briscoe v Lubrizol Ltd [2002] IRLR 607 CA
Neary v Dean of Westminster [1999] IRLR 288

173 Termination – Resignation/employee repudiation

White v Bristol Rugby Ltd [2002] IRLR 204 HC
Briscoe v Lubrizol Ltd [2002] IRLR 607 CA
Cantor Fitzgerald International v Bird [2002] IRLR 867 HC
Cox v Sun Alliance Life Ltd [2001] IRLR 448 CA

174 Termination – Employer repudiation/ constructive dismissal

White v Bristol Rugby Ltd [2002] IRLR 204 HC
Cantor Fitzgerald International v Bird [2002] IRLR 867 HC
Edwards v Surrey Police [1999] IRLR 456
Villella v MFI Furniture Centres Ltd [1999] IRLR 468 HC
BCCI SA v Ali (No.3) [1999] IRLR 508 HC
Brompton v AOC International Ltd [1997] IRLR 639 CA
Boyo v London Borough of Lambeth [1995] IRLR 50 CA
Spencer v Marchington [1988] IRLR 392 HC

175 Termination – Frustration

Villella v MFI Furniture Centres Ltd [1999] IRLR 468 HC
G F Sharp & Co Ltd v McMillan [1998] IRLR 632
Notcutt v Universal Equipment Co (London) Ltd [1986] IRLR 218 CA
Norris v Southampton City Council [1982] IRLR 141

179 Breach of contract

McCabe v Cornwall County Council [2003] IRLR 87 CA
Walton v Airtours plc and Sun Life Assurance Company of Canada [2003] IRLR 161 CA
Whitely v Marton Electrical Ltd [2003] IRLR 197
Skidmore v Dartford & Gravesham NHS Trust [2003] IRLR 445 HL
Marshall Specialist Vehicles Ltd v Osborne [2003] IRLR 672
Horkulak v Cantor Fitzgerald International [2003] IRLR 756 HC
Parkins v Sodexho Ltd [2002] IRLR 109
Miller Bros and F P Butler Ltd v Johnston [2002] IRLR 386
Eastwood v Magnox Electric plc [2002] IRLR 447 CA
Mallone v BPB Industries plc [2002] IRLR 452 CA
MITIE Managed Services Ltd v French [2002] IRLR 521
Jenvey v Australian Broadcasting Corporation [2002] IRLR 520 HC
Marlow v East Thames Housing Group Ltd [2002] IRLR 798 HC
Cantor Fitzgerald International v Bird [2002] IRLR 867 HC
Sutherland v Network Appliance Ltd [2001] IRLR 12
Attorney General v Blake [2001] IRLR 36 HL
Security and Facilities Division v Hayes [2001] IRLR 81 CA
Johnson v Unisys Ltd, [2001] IRLR 279 HL
Cross v Highlands and Islands Enterprise [2001] IRLR 336 CS
Richardson (HM Inspector of Taxes) v Delaney [2001] IRLR 663 HC
Silvey v Pendragon plc [2001] IRLR 685 CA
Friend v Civil Aviation Authority [2001] IRLR 819 CA
TSB Bank plc v Harris [2000] IRLR 157
SBJ Stephenson Ltd v Mandy [2000] IRLR 233 HC
Nottingham University v Fishel [2000] IRLR 471 HC
Taylor v Secretary of State for Scotland [2000] IRLR 502 HL and [1999] IRLR 362 CS
Gogay v Hertfordshire County Council [2000] IRLR 703 CA
Giraud UK Ltd v Smith [2000] IRLR 763
Clark v Nomura International plc [2000] IRLR 766 HC
Raspin v United News Shops Ltd [1999] IRLR 9
BCCI SA v Ali [1999] IRLR 226 HC
Cantor Fitzgerald International v Callaghan [1999] IRLR 234 CA
Villella v MFI Furniture Centres Ltd [1999] IRLR 468 HC
Cerberus Software Ltd v Rowley [1999] IRLR 690
Macari v Celtic Football and Athletic Co Ltd [1999] IRLR 787 CS
Pendragon plc v Jackson [1998] IRLR 17
Hutchings v Coinseed Ltd [1998] IRLR 190 CA
Gregory v Wallace [1998] IRLR 387 CA
French v Barclays Bank plc [1998] IRLR 646 CA
Malik v BCCI SA (in compulsory liquidation) [1997] IRLR 462 HL and [1995] IRLR 375 CA
Rock-It Cargo Ltd v Green [1997] IRLR 581
Secretary of State for Scotland v Taylor [1997] IRLR 608
Quinn v Calder Industrial Materials Ltd [1996] IRLR 126
Focsa Services (UK) Ltd v Birkett [1996] IRLR 325
Wallace v C A Roofing Services Ltd [1996] IRLR 435 HC
Aspden v Webbs Poultry & Meat Group (Holdings) Ltd [1996] IRLR 521 HC
Rock Refrigeration Ltd v Jones [1996] IRLR 675 CA
Morgan v West Glamorgan County Council [1995] IRLR 68
Baldwin v British Coal Corporation [1995] IRLR 139 HC
Abrahams v Performing Rights Society [1995] IRLR 486 CA
Adams v British Airways plc [1995] IRLR 577 HC
Bass Leisure Ltd v Thomas [1994] IRLR 104
Meacham v AEEU [1994] IRLR 218 HC
Re BCCI SA [1994] IRLR 282 HC
SIP (Industrial Products) Ltd v Swinn [1994] IRLR 323
Greenaway Harrison Ltd v Wiles [1994] IRLR 380
Sunderland Polytechnic v Evans [1993] IRLR 196
Brown v JBD Engineering Ltd [1993] IRLR 568
Ticehurst and Thompson v British Telecommunications plc [1992] IRLR 219 CA
Newns v British Airways plc [1992] IRLR 575 CA
Robb v London Borough of Hammersmith and

Fulham [1991] IRLR 72 HC
Delaney v Staples [1991] IRLR 112 CA and [1990] IRLR 86
Jakeman v South West Thames Regional Health Authority and London Ambulance Service [1990] IRLR 70 HC
Barlow v Whittle [1990] IRLR 79
Alsop v Star Vehicle Contracts Ltd [1990] IRLR 83
Chiltern House Ltd v Chambers [1990] IRLR 88
New Centurion Trust v Welch [1990] IRLR 123
McLaren v The Home Office [1990] IRLR 338 CA
Wishart v National Association of Citizens Advice Bureaux Ltd [1990] IRLR 393 CA
Warren v Mendy [1989] IRLR 210 CA
Wiluszynski v London Borough of Tower Hamlets [1989] IRLR 259 CA and [1988] IRLR 154 HC
Jackson v Foster Wheeler (London) Ltd [1989] IRLR 283
Hughes v London Borough of Southwark [1988] IRLR 55 HC
Ali v London Borough of Southwark [1988] IRLR 100 HC
Evening Standard Co Ltd v Henderson [1987] IRLR 64 CA
Batchelor v British Railways Board [1987] IRLR 136 CA
Stubbes v Trower, Still & Keeling [1987] IRLR 321 CA
Chapman and Elkin v CPS Computer Group Ltd [1987] IRLR 462 CA
Rigby v Ferodo Ltd [1987] IRLR 516 HL and [1987] IRLR 61 CA
Shook v London Borough of Ealing [1986] IRLR 46
Faccenda Chicken Ltd v Fowler [1986] IRLR 69 CA
Cadoux v Central Regional Council [1986] IRLR 131 CS
Sim v Rotherham Metropolitan Borough Council; Townend v Doncaster Metropolitan Borough Council; Barnfield v Metropolitan Borough Council of Solihull; Rathbone v London Borough of Croydon [1986] IRLR 391 HC
Bliss v South East Thames Regional Health Authority [1985] IRLR 308 CA
Gibbons v Associated British Ports [1985] IRLR 376 HC
Gill v Cape Contracts Ltd [1985] IRLR 499 NIHC
R v Liverpool City Corporation ex parte Ferguson and Ferguson [1985] IRLR 501 HC
Keir and Williams v Hereford and Worcester County Council [1985] IRLR 505 CA
Strathclyde Regional Council v Neil [1984] IRLR 14 and 11
Burdett-Coutts v Hertfordshire County Council [1984] IRLR 91 HC
Royle v Trafford Borough Council [1984] IRLR 184 HC
Cresswell v Board of Inland Revenue [1984] IRLR 190 HC
Norbrook Laboratories Ltd v King and Norbrook Laboratories Ltd v Sands [1984] IRLR 200 NICA and [1982] IRLR 456 NIHC
Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382
Robertson and Jackson v British Gas Corporation [1983] IRLR 302 CA
Bond v CAV Ltd and Neads v CAV Ltd [1983] IRLR 360 HC
Norris v Southampton City Council [1982] IRLR 141
Rowe v Radio Rentals Ltd [1982] IRLR 177

179.1 Breach of contract – Exclusions and qualifications

Executors of Soutar v James Murray & Co (Cupar) Ltd [2002] IRLR 22

179.12 Breach of contract – Exclusions and qualifications – claim in time

Capek v Lincolnshire County Council [2000] IRLR 590 CA
Schultz v Esso Petroleum Co Ltd [1999] IRLR 488 CA

179.6 Breach of contract – Employer's counter-claim

Patel v RCMS Ltd [1999] IRLR 161

180 Continuity of employment

Curr v Marks & Spencer plc [2003] IRLR 74 CA
Astley v Celtec Ltd [2002] IRLR 629 CA, [2001] IRLR 788
Booth v United States of America [1999] IRLR 16
Sweeney v J & S Henderson (Concessions) Ltd [1999] IRLR 306
Affleck v Newcastle Mind [1999] IRLR 405
Collison v British Broadcasting Corporation [1998] IRLR 238
Carrington v Harwich Dock Co Ltd [1998] IRLR 567
Clark & Tokeley Ltd v Oakes [1998] IRLR 577 CA and [1997] IRLR 564
Morris v Walsh Western UK Ltd [1997] IRLR 562
Senior Heat Treatment Ltd v Bell [1997] IRLR 614
(1) Pfaffinger v City of Liverpool Community College (2) Muller v Amersham & Wycombe College [1996] IRLR 508
A & G Tuck Ltd v Bartlett [1994] IRLR 162
Justfern Ltd v D'Ingerthorpe [1994] IRLR 164
Gale v Northern General Hospital NHS Trust [1994] IRLR 292 CA
Pearson v Kent County Council [1993] IRLR 165 CA and [1992] IRLR 110
Donnelly v Kelvin International Services [1992] IRLR 496
Green v Roberts [1992] IRLR 499
Roach v CSB (Moulds) Ltd [1991] IRLR 200
Berwick Salmon Fisheries Co Ltd v Rutherford [1991] IRLR 203
Hancill v Marcon Engineering Ltd [1990] IRLR 51
Macer v Abafast Ltd [1990] IRLR 137
Harber v North London Polytechnic [1990] IRLR 198 CA
Briggs v Oates [1990] IRLR 472 HC
Sillars v Charringtons Fuels Ltd [1989] IRLR 152 CA and [1988] IRLR 180
Payne v Secretary of State for Employment [1989] IRLR 352 CA
Cowell v Quilter Goodison & Co Ltd [1989] IRLR 392 CA
Tipper v Roofdec Ltd [1989] IRLR 419
Society of Licensed Victuallers v Chamberlain [1989] IRLR 421
Pinkney v Sandpiper Drilling Ltd [1989] IRLR 425
Weston v Vega Space Systems Engineering Ltd [1989] IRLR 429
Brook Lane Finance Co Ltd v Bradley [1988] IRLR 283
Dabell v Vale Industrial Services (Nottingham) Ltd [1988] IRLR 439 CA
Secretary of State for Employment v Cohen and Beaupress Ltd [1987] IRLR 169
Byrne v City of Birmingham District Council [1987] IRLR 191 CA
Lewis v Surrey County Council [1987] IRLR 509 HL, [1986] IRLR 455 CA and [1966] IRLR 11
South West Launderettes Ltd v Laidler [1986] IRLR 305 CA and [1986] IRLR 68
Flack v Kodak Ltd [1986] IRLR 255 CA and [1985] IRLR 443
Ingram v Foxon [1985] IRLR 5
Jeetle v Elster [1985] IRLR 227
Secretary of State for Employment v (1) Deary and (2) Cambridgeshire County Council [1984] IRLR 180
Hair Colour Consultants Ltd v Mena [1984] IRLR 386
Ford v Warwickshire County Council [1983] IRLR 126 HL and [1982] IRLR 246 CA

190 Remedies

TSC Europe (UK) Ltd v Massey [1999] IRLR 22 HC
Barber v RJB Mining (UK) Ltd [1999] IRLR 308 HC
Hutchings v Coinseed Ltd [1998] IRLR 190 CA

190.1 Remedies – Application to tribunal

Patel v RCMS Ltd [1999] IRLR 161
Sarker v South Tees Acute Hospitals NHS Trust [1997] IRLR 328
Rock-It Cargo Ltd v Green [1997] IRLR 581

191 Remedies – Damages

McCabe v Cornwall County Council [2003] IRLR 87 CA
Item Software (UK) Ltd v Fassihi [2003] IRLR 769 HC
Virgin Net Ltd v Harper [2003] IRLR 831
Hagen v ICI Chemicals and Polymers Ltd [2002] IRLR 31 HC
Sajid v Sussex Muslim Society [2002] IRLR 113 CA
Eastwood v Magnox Electric plc [2002] IRLR 447 CA
BCCI SA v Ali (No.3) [2002] IRLR 460 CA
Johnson v Unisys Ltd, [2001] IRLR 279 HL and [1999] IRLR 90 CA
BCCI SA v Ali [2001] IRLR 292 HL
Silvey v Pendragon plc [2001] IRLR 685 CA
Friend v Civil Aviation Authority [2001] IRLR 819 CA
Nottingham University v Fishel [2000] IRLR 471 HC
Gogay v Hertfordshire County Council [2000] IRLR 703 CA
Wincanton Ltd v Cranny [2000] IRLR 716 CA
Giraud UK Ltd v Smith [2000] IRLR 763
Raspin v United News Shops Ltd [1999] IRLR 9
BCCI SA v Ali (No.3) [1999] IRLR 508 HC
Janciuk v Winerite Ltd [1998] IRLR 63
Morran v Glasgow Council of Tenants Associations [1998] IRLR 67 CS
Gregory v Wallace [1998] IRLR 387 CA
French v Barclays Bank plc [1998] IRLR 646 CA
Clark v BET plc [1997] IRLR 348 HC
Malik v BCCI SA (in compulsory liquidation) [1997] IRLR 462 HL and [1995] IRLR 375 CA
Focsa Services (UK) Ltd v Birkett [1996] IRLR 325
Boyo v London Borough of Lambeth [1995] IRLR 50 CA
Powdrill and Atkinson v Watson [1995] IRLR 269 HL and [1994] IRLR 295 CA
Meacham v AEEU [1994] IRLR 218 HC
Re BCCI SA [1994] IRLR 282 HC
O'Laoire v Jackel International Ltd [1991] IRLR 170 CA
Alexander v Standard Telephones & Cables Ltd and Wall v Standard Telephones & Cables Ltd (No.2) [1991] IRLR 286 HC
Chapman v Aberdeen Construction Group plc [1991] IRLR 505 CS
Scally v Southern Health and Social Services Board [1991] IRLR 522 HL
Trotter v Forth Ports Authority [1991] IRLR 419 CS
New Centurion Trust v Welch [1990] IRLR 123
Micklefield v SAC Technology Ltd [1990] IRLR 218 HC
Warren v Mendy [1989] IRLR 210 CA
Wiluszynski v London Borough of Tower Hamlets [1988] IRLR 154 HC
Dietman v London Borough of Brent [1987] IRLR 259 HC
Stubbes v Trower, Still & Keeling [1987] IRLR 321 CA
Johnson & Bloy (Holdings) Ltd and Johnson & Bloy Ltd v Wolstenholme Rink plc and Fallon [1987] IRLR 499 CA
Rigby v Ferodo Ltd [1987] IRLR 516 HL and [1987] IRLR 61 CA
Sim v Rotherham Metropolitan Borough Council; Townend v Doncaster Metropolitan Borough Council; Barnfield v Metropolitan Borough Council of Solihull; Rathbone v London Borough of Croydon [1986] IRLR 391 HC
Bliss v South East Thames Regional Health Authority [1985] IRLR 308 CA
Gill v Cape Contracts Ltd [1985] IRLR 499 NIHC
Strathclyde Regional Council v Neil [1984] IRLR 14 and 11
Shove v Downs Surgical plc [1984] IRLR 17 HC
Royle v Trafford Borough Council [1984] IRLR 184 HC
Westwood v Secretary of State for Employment [1984] IRLR 209 HL

191.4 Remedies – Damages – Mitigation of loss

Cerberus Software Ltd v Rowley [2001] IRLR 160 CA and [1999] IRLR 690
Gregory v Wallace [1998] IRLR 387 CA
Abrahams v Performing Rights Society [1995] IRLR 486 CA

191.7 Remedies – Damages – Deductions

Aspden v Webbs Poultry & Meat Group (Holdings) Ltd [1996] IRLR 521 HC
Baldwin v British Coal Corporation [1995] IRLR 139 HC

191.73 Remedies – Damages – Deductions – Pension benefits

Hopkins v Norcros plc [1994] IRLR 18 CA and [1992] IRLR 304 HC

192 Remedies – Declaration

Barber v RJB Mining (UK) Ltd [1999] IRLR 308 HC
Meacham v AEEU [1994] IRLR 218 HC
Jones v Gwent County Council [1992] IRLR 521 HC
Mihlenstedt v Barclays Bank International Ltd [1989] IRLR 522 CA
R v Secretary of State for Foreign and Commonwealth Affairs ex parte Council of Civil Service Unions [1985] IRLR 28 HL, [1984] IRLR 353 CA and [1984] IRLR 309 HC

193 Remedies – Injunction

Cantor Fitzgerald International v Bird [2002] IRLR 867 HC
Symbian Ltd v Christensen [2001] IRLR 77 CA
Barros D'Sa v University of Coventry Hospital and Warwickshire NHS Trust [2001] IRLR 691 CA
International Consulting Services (UK) Ltd v Hart [2000] IRLR 227 HC
Hollis & Co v Stocks [2000] IRLR 712 CA
Wincanton Ltd v Cranny [2000] IRLR 716 CA
Jack Allen (Sales & Service) Ltd v Smith [1999] IRLR 19 CS
Barber v RJB Mining (UK) Ltd [1999] IRLR 308 HC
Peace v City of Edinburgh Council [1999] IRLR 417 CS
Anderson v Pringle of Scotland Ltd [1998] IRLR 64 CS
Crédit Suisse First Boston (Europe) Ltd v Padiachy [1998] IRLR 504 HC
Lancashire Fires Ltd v SA Lyons & Co Ltd [1997] IRLR 113 CA
Dentmaster (UK) Ltd v Kent [1997] IRLR 636 CA
PR Consultants Scotland Ltd v Mann [1996] IRLR 188 CS
D v M [1996] IRLR 192 HC
Crédit Suisse Asset Management Ltd v Armstrong [1996] IRLR 450 CA
Euro Brokers Ltd v Rabey [1995] IRLR 206 HC
Living Design (Home Improvements) Ltd v Davidson [1994] IRLR 69 CS
GFI Group Inc v Eaglestone [1994] IRLR 119 HC
Cantor Fitzgerald (UK) Ltd v Wallace [1992] IRLR 215 HC
(1) PSM International plc and (2) McKechnie plc v (1) Whitehouse and (2) Willenhall Automation Ltd [1992] IRLR 279 CA
Jones v Gwent County Council [1992] IRLR 521 HC
Newns v British Airways plc [1992] IRLR 575 CA
Robb v London Borough of Hammersmith and Fulham [1991] IRLR 72 HC
Lansing Linde Ltd v Kerr [1991] IRLR 80 CA
Dalgleish v Lothian and Borders Police Board [1991] IRLR 422 CS
Alexander v Standard Telephones & Cables Ltd and Wall v Standard Telephones & Cables Ltd [1990] IRLR 55 HC
Jakeman v South West Thames Regional Health

Authority and London Ambulance Service [1990] IRLR 70 HC
Wadcock v London Borough of Brent [1990] IRLR 223 HC
Lawrence David Ltd v Ashton [1989] IRLR 22 CA
Provident Financial Group plc v Hayward [1989] IRLR 84 CA
Warren v Mendy [1989] IRLR 210 CA
In re a company's application [1989] IRLR 477 HC
Lock International plc v Beswick [1989] IRLR 481 HC
Mihlenstedt v Barclays Bank International [1989] IRLR 522 CA
Hughes v London Borough of Southwark [1988] IRLR 55 HC
Ali v London Borough of Southwark [1988] IRLR 100 HC
MacPherson v London Borough of Lambeth [1988] IRLR 470 HC
Rex Stewart Jeffries Parker Ginsberg Ltd v Parker [1988] IRLR 483 CA
Evening Standard Co Ltd v Henderson [1987] IRLR 64 CA
Dietman v London Borough of Brent [1987] IRLR 259 HC
Powell v London Borough of Brent [1987] IRLR 466 CA
Roger Bullivant Ltd v Ellis [1987] IRLR 491 CA
Johnson & Bloy (Holdings) Ltd and Johnson & Bloy Ltd v Wolstenholme Rink plc and Fallon [1987] IRLR 499 CA
City and Hackney Health Authority v National Union of Public Employees [1985] IRLR 252 CA
R v BBC ex parte Lavelle [1982] IRLR 404 HC

194 Remedies – Order of certiorari

Calveley v Merseyside Police [1986] IRLR 177 CA
R v Hertfordshire County Council ex parte National Union of Public Employees and R v East Sussex County Council ex parte National Union of Public Employees [1985] IRLR 258 CA
R v Liverpool City Corporation ex parte Ferguson and Ferguson [1985] IRLR 501 HC
R v East Berkshire Health Authority [1984] IRLR 278 CA
Snaith, In Re [1982] IRLR 157 NIHC
R v BBC ex parte Lavelle [1982] IRLR 404 HC

195 Remedies – Anton Piller Order

Lock International plc v Beswick [1989] IRLR 481 HC

196 Remedies – Specific performance

Anderson v Pringle of Scotland Ltd [1998] IRLR 64 CS
Alexander v Standard Telephones & Cables Ltd and Wall v Standard Telephones & Cables Ltd [1990] IRLR 55 HC
Wadcock v London Borough of Brent [1990] IRLR 223 HC
Wishart v National Association of Citizens' Advice Bureaux Ltd [1990] IRLR 393 CA
Warren v Mendy [1989] IRLR 210 CA
Hughes v London Borough of Southwark [1988] IRLR 55 HC
Powell v London Borough of Brent [1987] IRLR 466 CA
Irani v Southampton and South-West Hampshire Health Authority [1985] IRLR 203 HC
City and Hackney Health Authority v National Union of Public Employees [1985] IRLR 252 CA
R v BBC ex parte Lavelle [1982] IRLR 404 HC

197 Remedies – Restitution

Home Office v Ayres [1992] IRLR 59
Horcal Ltd v Gatland [1984] IRLR 288 CA and [1983] IRLR 459 HC
Avon County Council v Howlett [1983] IRLR 171 CA

197.1 Remedies – Restitution – Account of profits

Attorney General v Blake [2001] IRLR 36 HL

198 Effect of European Community law

Lange v Georg Schünemann GmbH, C-350/99 [2001] IRLR 244 ECJ
Kampelmann v Landschaftsverband Westfalen-Lippe; Stadtwerke Wittten GmbH v Schade; Haseley v Stadtwerke Altena GmbH, joined cases C-253/96 to C-258/96 [1998] IRLR 333 ECJ
Rutten v Cross Medical Ltd [1997] IRLR 249 ECJ
Mulox IBC Ltd v Geels, C-125/92 [1994] IRLR 422 ECJ

199.1 Discovery

Macmillan Inc v Bishopsgate Investment Trust plc [1993] IRLR 393 HC

199.6 Compromise agreement

Sutherland v Network Appliance Ltd [2001] IRLR 12
BCCI SA v Ali [2001] IRLR 292 HL, [2000] IRLR 398 CA and [1999] IRLR 226 HC
Cox v Sun Alliance Life Ltd [2001] IRLR 448 CA

199.7 No waiver of rights

G F Sharp & Co Ltd v McMillan [1998] IRLR 632

200 UNFAIR DISMISSAL

Friend v Civil Aviation Authority [1998] IRLR 253 CA
Sogbetun v London Borough of Hackney [1998] IRLR 676
Bowater plc v Charlwood [1991] IRLR 340

210 Exclusions and qualifications

Grady v H M Prison Service [2003] IRLR 474 CA

211 Exclusions and qualifications – Meaning of "employee"

Dacas v Brook Street Bureau (UK) Ltd [2003] IRLR 190
Commissioners of Inland Revenue v Post Office Ltd [2003] IRLR 199
Franks v Reuters Ltd [2003] IRLR 423 CA
Hewlett Packard Ltd v O'Murphy [2002] IRLR 4
Motorola Ltd v Davidson [2001] IRLR 4
MacFarlane v Glasgow City Council [2001] IRLR 7
Montgomery v Johnson Underwood Ltd, [2001] IRLR 269 CA
Clark v Oxfordshire Health Authority [1998] IRLR 125 CA
Mobbs v Nuclear Electric plc [1996] IRLR 536
Ironmonger v Movefield Ltd [1988] IRLR 461
Davies v Presbyterian Church of Wales [1986] IRLR 194 HL
President of the Methodist Conference v Parfitt [1984] IRLR 141 CA
Nethermere (St Neots) Ltd v Taverna and Gardiner [1984] IRLR 240 CA and [1983] IRLR 103
O'Kelly v Trusthouse Forte plc [1983] IRLR 369 CA
Hawley v Fieldcastle & Co Ltd [1982] IRLR 223
Tracey v Zest Equipment Co Ltd [1982] IRLR 268

211.1 Exclusions and qualifications – Meaning of "employee" – Illegal contract

Lightfoot v D&J Sporting Ltd [1996] IRLR 64
Salvesen v Simons [1994] IRLR 52
Annandale Engineering v Samson [1994] IRLR 59
Hewcastle Catering Ltd v Ahmed [1991] IRLR 473 CA
Broaders v Kalkare Property Maintenance Ltd [1990] IRLR 421

212 Exclusions and qualifications – Claim in time

Consignia plc v Sealy [2002] IRLR 624 CA
Drage v Governors of Greenford High School [2000] IRLR 314 CA
Lambert v Croydon College [1999] IRLR 346
Edwards v Surrey Police [1999] IRLR 456
Schultz v Esso Petroleum Co Ltd [1999] IRLR 488 CA
London Underground Ltd v Noel [1999] IRLR 621 CA
McMaster v Manchester Airport plc [1998] IRLR 112
Marley (UK) Ltd v Anderson [1996] IRLR 163 CA and [1994] IRLR 152
Biggs v Somerset County Council [1996] IRLR 203 CA and [1995] IRLR 452
Camden & Islington Community Services NHS Trust v Kennedy [1996] IRLR 381
Selkent Bus Co Ltd v Moore [1996] IRLR 661
Newman v Polytechnic of Wales Students Union [1995] IRLR 72
Drinkwater Sabey Ltd v Burnett and Kent County Council [1995] IRLR 238
Patel v Nagesan [1995] IRLR 370 CA
Pruden v Cunard Ellerman Ltd [1993] IRLR 317
London International College Ltd v Sen [1993] IRLR 333 CA and [1992] IRLR 292
Capital Foods Retail Ltd v Corrigan [1993] IRLR 430
Gillick v BP Chemicals Ltd [1993] IRLR 437
BMK Ltd and BMK Holdings Ltd v Logue [1993] IRLR 477
Jean Sorelle Ltd v Rybak [1991] IRLR 153
St Basil's Centre v McCrossan [1991] IRLR 455
Thompson v GEC Avionics Ltd [1991] IRLR 488
City & Hackney Health Authority v Crisp [1990] IRLR 47
James W Cook & Co (Wivenhoe) Ltd v Tipper [1990] IRLR 386 CA
Siraj-Eldin v Campbell Middleton Burness & Dickson [1989] IRLR 208 CS
Ford v Stakis Hotels & Inns Ltd [1988] IRLR 46
Alex Munro (Butchers) Ltd v Nicol [1988] IRLR 49
Machine Tool Industry Research Association v Simpson [1988] IRLR 212 CA
Batchelor v British Railways Board [1987] IRLR 136 CA
Shepherd F C & Co Ltd v Jerrom [1985] IRLR 275
Leech v Preston Borough Council [1985] IRLR 337
London Borough of Newham v Ward [1985] IRLR 509 CA
Palmer and Saunders v Southend-on-Sea Borough Council [1984] IRLR 119 CA
Swainston v Hetton Victory Club Ltd [1983] IRLR 164 CA
Churchill v Yeates & Son Ltd [1983] IRLR 187
Slack v Greenham (Plant Hire) Ltd [1983] IRLR 271
TBA Industrial Products Ltd v Morland [1982] IRLR 331 CA

213 Exclusions and qualifications – Service qualification

Sellars Arenascene Ltd v Connolly [2001] IRLR 222 CA
R v Secretary of State for Employment ex parte Seymour-Smith and Perez (No.2) [2000] IRLR 263 HL
Raspin v United News Shops Ltd [1999] IRLR 9
Booth v United States of America [1999] IRLR 16
R v Secretary of State for Employment ex parte Seymour-Smith and Perez, C-167/97 [1999] IRLR 253 ECJ, [1997] IRLR 315 HL and [1995] IRLR 464 CA
Sweeney v J & S Henderson (Concessions) Ltd [1999] IRLR 306
Morran v Glasgow Council of Tenants Associations [1998] IRLR 67 CS
Davidson v City Electrical Factors Ltd [1998] IRLR 435 and [1998] IRLR 108
Jesuthasan v London Borough of Hammersmith & Fulham [1998] IRLR 372 CA
Carrington v Harwich Dock Co Ltd [1998] IRLR 567
Clark & Tokeley Ltd v Oakes [1998] IRLR 577 CA and [1997] IRLR 564
Morris v Walsh Western UK Ltd [1997] IRLR 562
Senior Heat Treatment Ltd v Bell [1997] IRLR 614
Milligan v Securicor Cleaning Ltd [1995] IRLR 288
Leicester University Students' Union v Mahomed [1995] IRLR 292
A & G Tuck Ltd v Bartlett [1994] IRLR 162
Justfern Ltd v D'Ingerthorpe [1994] IRLR 164
R v Secretary of State for Employment ex parte EOC [1994] IRLR 176 HL, [1993] IRLR 10 CA and [1991] IRLR 493 HC
Gale v Northern General Hospital NHS Trust [1994] IRLR 292 CA
Donnelly v Kelvin International Services [1992] IRLR 496
Green v Roberts [1992] IRLR 499
Roach v CSB (Moulds) Ltd [1991] IRLR 200
Hancill v Marcon Engineering Ltd [1990] IRLR 51
Macer v Abafast Ltd [1990] IRLR 137
Harber v North London Polytechnic [1990] IRLR 198 CA
Cowell v Quilter Goodison & Co Ltd [1989] IRLR 392 CA
Society of Licensed Victuallers v Chamberlain [1989] IRLR 421
Pinkney v Sandpiper Drilling Ltd [1989] IRLR 425
Weston v Vega Space Systems Engineering Ltd [1989] IRLR 429
Lanton Leisure Ltd v White and Gibson [1987] IRLR 119
Byrne v City of Birmingham District Council [1987] IRLR 191 CA
Lewis v Surrey County Council [1987] IRLR 509 HL, [1986] IRLR 455 CA and [1986] IRLR 11
West v Kneels Ltd [1986] IRLR 430
Ingram v Foxon [1985] IRLR 5
Jeetle v Elster [1985] IRLR 227
Hyland v JH Barker (North-West) Ltd [1985] IRLR 403
General of the Salvation Army v Dewsbury [1984] IRLR 222
Hair Colour Consultants Ltd v Mena [1984] IRLR 386
Ford v Warwickshire County Council [1983] IRLR 126 HL and [1982] IRLR 246 CA
Hawley v Fieldcastle & Co Ltd [1982] IRLR 223
Stapp v Shaftesbury Society [1982] IRLR 326 CA

213.3 Exclusions and qualifications – Service qualification – 20 or less employees

Strudwick v IBL [1988] IRLR 457
Harford v Swiftrim Ltd [1987] IRLR 360
South West Launderettes Ltd v Laidler [1986] IRLR 305 CA
Cox v ELG Metals Ltd [1984] IRLR 3
Poparm Ltd v Weekes [1984] IRLR 388

214 Exclusions and qualifications – Upper age limit

Wall v British Compressed Air Society [2003] IRLR 836
Secretary of State for Trade and Industry v Rutherford (No.2) [2003] IRLR 858
Rutherford v Towncircle Ltd t/a Harvest (No.2); Bentley v Secretary of State for Trade and Industry [2002] IRLR 768
Harvest Town Circle Ltd v Rutherford [2001] IRLR 599
Nash v Mash/Roe Group Ltd [1998] IRLR 168
Patel v Nagesan [1995] IRLR 370 CA
Bratko v Beloit Walmsley Ltd [1995] IRLR 629
Barclays Bank plc v O'Brien [1994] IRLR 580 CA
Secretary of State for Education & Science v Birchall [1994] IRLR 630
Brooks v British Telecommunications plc [1992] IRLR 66 CA and [1991] IRLR 4
Barber v Thames Television plc [1992] IRLR 410 CA and [1991] IRLR 236
Whittle v Manpower Services Commission [1987] IRLR 441
Swaine v Health and Safety Executive [1986] IRLR 205
Secretary of State for Scotland v Meikle [1986] IRLR 208
Highlands & Islands Development Board v MacGillivray [1986] IRLR 210 CS
Hughes v DHSS, Coy v DHSS, DOE v Jarnell [1985] IRLR 263 HL, [1984] IRLR 360 CA and [1983] IRLR 474
Secretary of State for Trade v Douglas [1983] IRLR 63
Waite v Government Communications Headquarters [1983] IRLR 341 HL and [1983] IRLR 161 CA
Age Concern Scotland v Hines [1983] IRLR 477

Duke v Reliance Systems Ltd [1982] IRLR 347

215.1 Exclusions and qualifications – Excluded cases – Work outside GB

Jackson v Ghost Ltd and Ghost Inc [2003] IRLR 824
Carver v Saudi Arabian Airlines [1999] IRLR 370 CA
Addison v Denholm Ship Management (UK) Ltd [1997] IRLR 389
Wood v Cunard Line [1990] IRLR 281 CA and [1989] IRLR 431
Weston v Vega Space Systems Engineering Ltd [1989] IRLR 429
Cox v ELG Metals Ltd [1984] IRLR 3

215.3 Exclusions and qualifications – Excluded cases – Claim prior to dismissal

Patel v Nagesan [1995] IRLR 370 CA

215.6 Exclusions and qualifications – Excluded cases – Insolvent employer

Carr v British International Helicopters Ltd (in administration) [1994] IRLR 212

216 Exclusions and qualifications – Fixed-term contracts

British Broadcasting Corporation v Kelly-Phillips [1998] IRLR 294 CA and [1997] IRLR 571
Housing Services Agency v Cragg [1997] IRLR 380
Bhatt v Chelsea & Westminster Health Care Trust and Charing Cross & Westminster Medical School [1997] IRLR 660
Mulrine v University of Ulster [1993] IRLR 545 NICA

217 Exclusions and qualifications – Weekly hours of work

Methilhill Bowling Club v Hunter [1995] IRLR 232
Setiya v East Yorkshire Health Authority [1995] IRLR 348
Warren v Wylie and Wylie [1994] IRLR 316
Mediguard Services Ltd v Thame [1994] IRLR 504
Clifford v Devon County Council [1994] IRLR 628

218 Exclusions and qualifications – Agreement precluding complaint

Sutherland v Network Appliance Ltd [2001] IRLR 12
Gloystarne & Co Ltd v Martin [2001] IRLR 15
Thompson v (1) Walon Car Delivery and (2) BRS Automotive Ltd [1997] IRLR 343
Freeman v Sovereign Chicken Ltd [1991] IRLR 408
Logan Salton v Durham County Council [1989] IRLR 99
Hennessy v Craigmyle & Co Ltd and ACAS [1986] IRLR 300 CA and [1985] IRLR 446
Courage Take Home Trade Ltd v Keys [1986] IRLR 427
Gilbert v Kembridge Fibres Ltd [1984] IRLR 52
Slack v Greenham (Plant Hire) Ltd [1983] IRLR 271
Milestone School of English Ltd v Leakey [1982] IRLR 3
Moore v Duport Furniture Products Ltd [1982] IRLR 31 HL

218.6 Exclusions and qualifications – Agreement precluding complaint – Compromise agreement

Lunt v Merseyside TEC Ltd [1999] IRLR 458
Rock-It Cargo Ltd v Green [1997] IRLR 581

221 Was employee dismissed? – Termination by employer

Halfpenny v IGE Medical Systems Ltd [1999] IRLR 177 CA and [1998] IRLR 10
Kwik Save Stores Ltd v Greaves; Crees v Royal London Mutual Insurance Society Ltd [1998] IRLR 245 CA and [1997] IRLR 268
King v Hundred of Hoo Nursery [1998] IRLR 564
McPherson v Drumpark House [1997] IRLR 277
Sarker v South Tees Acute Hospitals NHS Trust [1997] IRLR 328
Lewis Woolf Griptight Ltd v Corfield [1997] IRLR 432
Crouch v Kidsons Impey [1996] IRLR 79
Alcan Extrusions v Yates [1996] IRLR 327
Marshall (Cambridge) Ltd v Hamblin [1994] IRLR 260
Hilton International Hotels (UK) Ltd v Kaissi [1994] IRLR 270
Ely v YKK Fasteners (UK) Ltd [1993] IRLR 500 CA
Logan Salton v Durham County Council [1989] IRLR 99
Sovereign House Security Services Ltd v Savage [1989] IRLR 115 CA
Kelly v Liverpool Maritime Terminals Ltd [1988] IRLR 310 CA
Ironmonger v Movefield Ltd [1988] IRLR 461
Shook v London Borough of Ealing [1986] IRLR 46
Lucas v Norton of London Ltd [1984] IRLR 86
McKnight v Adlestones (Jewellers) Ltd [1984] IRLR 453 NICA
Hindle Gears Ltd v McGinty [1984] IRLR 477
British Broadcasting Corporation v Beckett [1983] IRLR 43
Martin v Yeomen Aggregates Ltd [1983] IRLR 49
Stern J&J v Simpson [1983] IRLR 52
Norris v Southampton City Council [1982] IRLR 145
Tracey v Zest Equipment Co Ltd [1982] IRLR 268
Stapp v Shaftesbury Society [1982] IRLR 326 CA

221.3 Was employee dismissed? – Termination by employer – Termination of fixed-term contract

British Broadcasting Corporation v Kelly-Phillips [1997] IRLR 571

221.5 Was employee dismissed? – Termination by employer – Employee's notice during notice period

Thompson v GEC Avionics Ltd [1991] IRLR 488

222 Was employee dismissed? – Termination by agreement

Crees v Royal London Insurance [1997] IRLR 85
Logan Salton v Durham County Council [1989] IRLR 99
Igbo v Johnson Matthey Chemicals Ltd [1986] IRLR 215 CA and [1985] IRLR 189
McKnight v Adlestones (Jewellers) Ltd [1984] IRLR 453 NICA
Tracey v Zest Equipment Co Ltd [1982] IRLR 268

223 Was employee dismissed? – Resignation/ employee repudiation

Jones v F Sirl & Son (Furnishers) Ltd [1997] IRLR 493
Marshall (Cambridge) Ltd v Hamblin [1994] IRLR 260
Ely v YKK Fasteners (UK) Ltd [1993] IRLR 500 CA
Kwik-Fit (GB) Ltd v Lineham [1992] IRLR 156
Sovereign House Security Services Ltd v Savage [1989] IRLR 115 CA
Shepherd F C & Co Ltd v Jerrom [1985] IRLR 275
Martin v MBS Fastenings (Glynwed) Distribution Ltd [1983] IRLR 198 CA
Barclay v City of Glasgow District Council [1983] IRLR 313

224 Was employee dismissed? – Employer repudiation/constructive dismissal

Tolson v Governing Body of Mixenden Community School [2003] IRLR 842
Rossiter v Pendragon plc; Air Foyle Ltd v Crosby-Clarke [2002] IRLR 483 CA
Rossiter v Pendragon plc [2001] IRLR 256
Weathersfield Ltd v Sargent [1999] IRLR 94 CA and [1998] IRLR 14
Brown v Merchant Ferries Ltd [1998] IRLR 682 NICA
Waltons & Morse v Dorrington [1997] IRLR 488
Jones v F Sirl & Son (Furnishers) Ltd [1997] IRLR 493
Alcan Extrusions v Yates [1996] IRLR 327
(1) Pfaffinger v City of Liverpool Community College (2) Muller v Amersham & Wycombe College [1996] IRLR 508
Greenaway Harrison Ltd v Wiles [1994] IRLR 380
Warnes v Trustees of Cheriton Oddfellows Social Club [1993] IRLR 58
Brown v JBD Engineering Ltd [1993] IRLR 568
Institute of the Motor Industry v Harvey [1992] IRLR 343
Dryden v Greater Glasgow Health Board [1992] IRLR 469
White v Reflecting Roadstuds Ltd [1991] IRLR 331
Polentarutti v Autokraft Ltd [1991] IRLR 457
Hilton International Hotels (UK) Ltd v Protopapa [1990] IRLR 316
Morrison v Amalgamated Transport & General Workers' Union [1989] IRLR 361 NICA
Shepherd F C & Co Ltd v Jerrom [1986] IRLR 358 CA and [1985] IRLR 275
Cawley v South Wales Electricity Board [1985] IRLR 89
Harrison v Norwest Holst Group Administration Ltd [1985] IRLR 240 CA
Lewis v Motorworld Garages Ltd [1985] IRLR 465 CA
British Broadcasting Corporation v Beckett [1983] IRLR 43
Wadham Stringer Commercials (London) Ltd and Wadham Stringer Vehicles Ltd v Brown [1983] IRLR 46
Savoia v Chiltern Herb Farms Ltd [1982] IRLR 166 CA
Woods v WM Car Services (Peterborough) Ltd [1982] IRLR 413 CA

224.1 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in status, title or grade

Hilton v Shiner Ltd – Builders Merchants [2001] IRLR 727
Harrison v Norwest Holst Group Administration Ltd [1985] IRLR 240 CA and [1984] IRLR 419
McNeil v Messrs Charles Crimin (Electrical Contractors) Ltd [1984] IRLR 179
British Broadcasting Corporation v Beckett [1983] IRLR 43
Wadham Stringer Commercials (London) Ltd and Wadham Stringer Vehicles Ltd v Brown [1983] IRLR 46

224.2 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in job content

Hilton v Shiner Ltd – Builders Merchants [2001] IRLR 727
McNeil v Messrs Charles Crimin (Electrical Contractors) Ltd [1984] IRLR 179
Woods v WM Car Services (Peterborough) Ltd [1982] IRLR 413 CA

224.3 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in pay or fringe benefits

Delabole Slate Ltd v Berriman [1985] IRLR 305 CA

224.4 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in place of work

Aparau v Iceland Frozen Foods plc [1996] IRLR 119
Prestwick Circuits Ltd v McAndrew [1990] IRLR 191 CS and [1988] IRLR 514
United Bank Ltd v Akhtar [1989] IRLR 507
Courtaulds Northern Spinning Ltd v Sibson and TGWU [1988] IRLR 305 CA

224.6 Was employee dismissed? – Employer repudiation/constructive dismissal – Employee's safety

Marshall Specialist Vehicles Ltd v Osborne [2003] IRLR 672
Day v T Pickles Farms Ltd [1999] IRLR 217
Dutton & Clark Ltd v Daly [1985] IRLR 363

224.9 Was employee dismissed? – Employer repudiation/constructive dismissal – Other circumstances entitling the employee to terminate

Stanley Cole (Wainfleet) Ltd v Sheridan [2003] IRLR 52
Morrow v Safeway Stores plc [2002] IRLR 9
Croft v Consignia plc [2002] IRLR 851
Hilton v Shiner Ltd – Builders Merchants [2001] IRLR 727
TSB Bank plc v Harris [2000] IRLR 157
Moores v Bude-Stratton Town Council [2000] IRLR 676
Waltons & Morse v Dorrington [1997] IRLR 488
Sita (GB) Ltd v Burton [1997] IRLR 501
W A Goold (Pearmak) Ltd v McConnell [1995] IRLR 516
Reid v Camphill Engravers [1990] IRLR 268
Bracebridge Engineering Ltd v Darby [1990] IRLR 3
United Bank Ltd v Akhtar [1989] IRLR 507
Murco Petroleum Ltd v Forge [1987] IRLR 50
Bridgen v Lancashire County Council [1987] IRLR 58 CA
Lewis v Motorworld Garages Ltd [1985] IRLR 465 CA

225 Was employee dismissed? – Frustration of contract

Williams v Watsons Luxury Coaches Ltd [1990] IRLR 164
Shepherd F C & Co Ltd v Jerrom [1986] IRLR 358 CA and [1985] IRLR 275
Norris v Southampton City Council [1982] IRLR 141

226 Date of termination

Drage v Governors of Greenford High School [2000] IRLR 314 CA
Lambert v Croydon College [1999] IRLR 346
Edwards v Surrey Police [1999] IRLR 456
McMaster v Manchester Airport plc [1998] IRLR 112
Newman v Polytechnic of Wales Students Union [1995] IRLR 72
BMK Ltd and BMK Holdings Ltd v Logue [1993] IRLR 477
Thompson v GEC Avionics Ltd [1991] IRLR 488
Octavius Atkinson & Sons Ltd v Morris [1989] IRLR 158 CA
Lanton Leisure Ltd v White and Gibson [1987] IRLR 119
Batchelor v British Railways Board [1987] IRLR 136 CA
West Midlands Co-operative Society Ltd v Tipton [1986] IRLR 112 HL
West v Kneels Ltd [1986] IRLR 430
Leech v Preston Borough Council [1985] IRLR 337
London Borough of Newham v Ward [1985] IRLR 509 CA
Stapp v Shaftesbury Society [1982] IRLR 326 CA
TBA Industrial Products Ltd v Morland [1982] IRLR 331 CA

230 Reason for dismissal

Wilson v Post Office [2000] IRLR 834 CA
Halfpenny v IGE Medical Systems Ltd [1999] IRLR 177 CA
Kwik Save Stores Ltd v Greaves; Crees v Royal London Mutual Insurance Society Ltd [1998] IRLR 245 CA
Parkinson v March Consulting Ltd [1997] IRLR 308 CA
British Railways Board v Jackson [1994] IRLR 235 CA
Clarke v Trimoco Group Ltd [1993] IRLR 148
Ely v YKK Fasteners (UK) Ltd [1993] IRLR 500 CA
CGB Publishing v Killey [1993] IRLR 520
Hempell v WH Smith & Sons Ltd [1986] IRLR 95
Delabole Slate Ltd v Berriman [1985] IRLR 305 CA
Maund v Penwith District Council [1984] IRLR 24 CA
Savoia v Chiltern Herb Farms Ltd [1982] IRLR 166 CA
Maintenance Co Ltd v Dormer [1982] IRLR 491

231 No reason for dismissal shown: Evidence

Midland Bank plc v Madden [2000] IRLR 288
Church v West Lancashire NHS Trust [1998] IRLR 4
Parkinson v March Consulting Ltd [1997] IRLR 308 CA
Ely v YKK Fasteners (UK) Ltd [1993] IRLR 500 CA
Polentarutti v Autokraft Ltd [1991] IRLR 457
Post Office Counters Ltd v Heavey [1989] IRLR 513

Smith v City of Glasgow District Council [1987] IRLR 326 HL
Shook v London Borough of Ealing [1986] IRLR 46
Adams v Derby City Council [1986] IRLR 163
Hannan v TNT-IPEC (UK) Ltd [1986] IRLR 165
Kent County Council v Gilham [1985] IRLR 18 CA
Babar Indian Restaurant v Rawat [1985] IRLR 57
Maund v Penwith District Council [1984] IRLR 24 CA and [1982] IRLR 388
Payne v Spook Erection Ltd [1984] IRLR 219
Grootcon (UK) Ltd v Keld [1984] IRLR 302
Hotson v Wisbech Conservative Club [1984] IRLR 422
Thomson v Alloa Motor Co Ltd [1983] IRLR 403
McCrory v Magee [1983] IRLR 414 NICA

232.1 Reason for dismissal – Capability – Skill/competence

Whitbread & Co plc v Thomas [1988] IRLR 43
RSPCA v Cruden [1986] IRLR 83
Gair v Bevan Harris Ltd [1983] IRLR 368 CS

232.2 Reason for dismissal – Capability – Health

Edwards v Governors of Hanson School [2001] IRLR 733
Wilson v Post Office [2000] IRLR 834 CA
A Links & Co Ltd v Rose [1991] IRLR 353 CS
Slaughter v C Brewer & Sons Ltd [1990] IRLR 426
Trico-Folberth Ltd v Devonshire [1989] IRLR 396 CA
Hooper v British Railways Board [1988] IRLR 517 CA
Ford Motor Co Ltd v Nawaz [1987] IRLR 163
Shook v London Borough of Ealing [1986] IRLR 46
Smiths Industries Aerospace & Defence Systems Ltd v Brookes [1986] IRLR 434
Grootcon (UK) Ltd v Keld [1984] IRLR 302
Seymour v British Airways Board [1983] IRLR 55
Lewis v John Adamson & Co Ltd [1982] IRLR 233

233 Reason for dismissal – Qualifications

Tayside Regional Council v McIntosh [1982] IRLR 272

234 Reason for dismissal – Conduct

Sainsbury's Supermarkets Ltd v Hitt [2003] IRLR 23 CA
Post Office v Foley; HSBC Bank Ltd (formerly Midland Bank plc) v Madden [2000] IRLR 827 CA
Boys and Girls Welfare Society v McDonald [1996] IRLR 129
East Berkshire Health Authority v Matadeen [1992] IRLR 336
Thomson v Alloa Motor Co Ltd [1983] IRLR 403
Dunn v Pochin (Contractors) Ltd [1982] IRLR 449
Riley v Joseph Frisby Ltd [1982] IRLR 479

234.1 Reason for dismissal – Conduct – Attendance

Trico-Folberth Ltd v Devonshire [1989] IRLR 396 CA
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53

234.11 Reason for dismissal – Conduct – Attendance – Lateness

Stein v Associated Dairies Ltd [1982] IRLR 447

234.15 Reason for dismissal – Conduct – Attendance – Absenteeism

Lynock v Cereal Packaging Ltd [1988] IRLR 510

234.16 Reason for dismissal – Conduct – Attendance – Refusal to work hours requested

Brandon and Goold v Murphy Bros [1983] IRLR 54

234.18 Reason for dismissal – Conduct – Attendance – Unauthorised absence

Murray MacKinnon v Forno [1983] IRLR 7
Tracey v Zest Equipment [1982] IRLR 268

234.2 Reason for dismissal – Conduct – Inadequate performance

Whitbread & Co plc v Thomas [1988] IRLR 43
RSPCA v Cruden [1986] IRLR 83
Smith v City of Glasgow District Council [1985] IRLR 79 CS
Henderson v Granville Tours Ltd [1982] IRLR 494

234.32 Reason for dismissal – Conduct – Refusal to co-operate with management – Refusal to accept a change in job content

Farrant v The Woodroffe School [1998] IRLR 176
Woods v WM Car Services (Peterborough) Ltd [1982] IRLR 413 CA
Trimble v Supertravel Ltd [1982] IRLR 451

234.33 Reason for dismissal – Conduct – Refusal to cooperate with management – Refusal to accept a change in pay or fringe benefits

St John of God (Care Services) Ltd v Brooks [1992] IRLR 546
Chubb Fire Security Ltd v Harper [1983] IRLR 311

234.34 Reason for dismissal – Conduct – Refusal to co-operate with management – Refusal to accept a change in place of work

Chubb Fire Security Ltd v Harper [1983] IRLR 311

234.36 Reason for dismissal – Conduct – Refusal to cooperate with management – Refusal to obey an order

Payne v Spook Erection Ltd [1984] IRLR 219
Lewis v John Adamson & Co Ltd [1982] IRLR 233
Wass W&J Ltd v Binns [1982] IRLR 283 CA

234.4 Reason for dismissal – Conduct – Relationship with other employees

Santamera v Express Cargo Forwarding [2003] IRLR 273

234.41 Reason for dismissal – Conduct – Relationship with other employees – Violence

Gibson v British Transport Docks Board [1982] IRLR 228
Kingston v British Railways Board [1982] IRLR 274

234.5 Reason for dismissal – Conduct – Relationship with people other than employees

Whitbread & Co plc v Mills [1988] IRLR 501

234.51 Reason for dismissal – Conduct – Relationship with people other than employees – Customers

Securicor Guarding Ltd v R [1994] IRLR 633
Rentokil Ltd v Mackin [1989] IRLR 286

234.6 Reason for dismissal – Conduct – Alleged or proven criminal acts

A v B, EAT/1167/01 [2003] IRLR 405
Asda Stores Ltd v Thompson [2002] IRLR 245
Lovie Ltd v Anderson [1999] IRLR 164
Securicor Guarding Ltd v R [1994] IRLR 633
P v Nottinghamshire County Council [1992] IRLR 362 CA
ILEA v Gravett [1988] IRLR 497
Hollier v Plysu Ltd [1983] IRLR 260 CA

234.61 Reason for dismissal – Conduct – Alleged or proven criminal acts – Theft

Secretary of State for Scotland v Campbell [1992] IRLR 263
Linfood Cash & Carry Ltd v Thomson [1989] IRLR 235
Post Office Counters Ltd v Heavey [1989] IRLR 513
Harris and Shepherd v Courage Eastern Ltd [1982] IRLR 509 CA

234.63 Reason for dismissal – Conduct – Alleged or proven criminal acts – Offence unconnected with work

X v Y, EAT/0765/02 [2003] IRLR 561
Mathewson v R B Wilson Dental Laboratory Ltd [1988] IRLR 512

234.7 Reason for dismissal – Conduct – Breach of company rules

Whitbread plc v Hall [2001] IRLR 275 CA
Murray MacKinnon v Forno [1983] IRLR 7
Ladbroke Racing Ltd v Arnott [1983] IRLR 154 CS
Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439

234.75 Reason for dismissal – Conduct – Breach of company rules – Using work equipment wrongfully

John Lewis plc v Coyne [2001] IRLR 139

234.76 Reason for dismissal – Conduct – Breach of company rules – Working in competition

Adamson v B & L Cleaning Services Ltd [1995] IRLR 193
Marshall v Industrial Systems & Control Ltd [1992] IRLR 294
Laughton and Hawley v Bapp Industrial Supplies Ltd [1986] IRLR 245
Nova Plastics Ltd v Froggatt [1982] IRLR 141
Rowe v Radio Rentals Ltd [1982] IRLR 177

234.77 Reason for dismissal – Conduct – Breach of company rules – Dishonesty

Panama v London Borough of Hackney [2003] IRLR 278 CA
John Lewis plc v Coyne [2001] IRLR 139
British Railways Board v Jackson [1994] IRLR 235 CA
United Distillers v Conlin [1992] IRLR 503
Ulsterbus Ltd v Henderson [1989] IRLR 251 NICA
Pritchett and Dyjasek v J McIntyre Ltd [1987] IRLR 18 CA
Siggs & Chapman (Contractors) Ltd v Knight [1984] IRLR 83
Hotson v Wisbech Conservative Club [1984] IRLR 422
Royal Society for the Protection of Birds v Croucher [1984] IRLR 425
Sillifant v Powell Duffryn Timber Ltd [1983] IRLR 91
McCrory v Magee [1983] IRLR 414 NICA
Morley's of Brixton Ltd v Minott [1982] IRLR 270
Maintenance Co Ltd v Dormer [1982] IRLR 491

234.91 Reason for dismissal – Conduct – Failure to disclose criminal conviction

Property Guards Ltd v Taylor and Kershaw [1982] IRLR 175

236 Other substantial reason for dismissal

Cobley v Forward Technology Industries plc [2003] IRLR 706 CA
Wilson v Post Office [2000] IRLR 834 CA
Safeway Stores plc v Burrell [1997] IRLR 200
St John of God (Care Services) Ltd v Brooks [1992] IRLR 546
Wadley v Eager Electrical Ltd [1986] IRLR 93
Hannan v TNT-IPEC (UK) Ltd [1986] IRLR 165
Kent County Council v Gilham [1985] IRLR 18 CA
Richmond Precision Engineering Ltd v Pearce [1985] IRLR 179
North Yorkshire County Council v Fay [1985] IRLR 247 CA
Kingston v British Railways Board [1984] IRLR 146 CA and [1982] IRLR 274
Murphy v Epsom College [1984] IRLR 271 CA and [1983] IRLR 395
Grootcon (UK) Ltd v Keld [1984] IRLR 302
Dobie v Burns International Security Services (UK) Ltd [1984] IRLR 329 CA and [1983] IRLR 278
Kelman v GJ Oram [1983] IRLR 432
Evans v Elemeta Holdings [1982] IRLR 143

236.5 Other substantial reason for dismissal – Expiration of fixed-term contract

Labour Party v Oakley [1987] IRLR 79

237 Reason for dismissal – Inadmissible reason – Union membership grounds

Therm A Stor Ltd v Atkins [1983] IRLR 78 CA
Maund v Penwith District Council [1982] IRLR 399

237.11 Reason for dismissal – Inadmissible reason – Union membership grounds – Trade union – Membership

Speciality Care plc v Pachela [1996] IRLR 248
CGB Publishing v Killey [1993] IRLR 520
Discount Tobacco & Confectionery Ltd v Armitage [1990] IRLR 14
Artisan Press v Srawley and Parker [1986] IRLR 126
Rath v Cruden Construction Ltd [1982] IRLR 9

237.12 Reason for dismissal – Inadmissible reason – Union membership grounds – Trade union – Activities

Bass Taverns Ltd v Burgess [1995] IRLR 596 CA
Driver v Cleveland Structural Engineering Co Ltd [1994] IRLR 636
Fitzpatrick v British Railways Board [1991] IRLR 376 CA

237.13 Reason for dismissal – Inadmissible reason – Union membership grounds – Trade union – Non-membership

Crosville Motor Services Ltd v Ashfield [1986] IRLR 475
McGhee v Midland British Road Services Ltd [1985] IRLR 198
Home Delivery Services Ltd v Shackcloth [1984] IRLR 470
Sakals v United Counties Omnibus Co Ltd [1984] IRLR 474
Rath v Cruden Construction Ltd [1982] IRLR 9
Taylor v Co-operative Retail Services Ltd [1982] IRLR 354 CA

237.3 Reason for dismissal – Inadmissible reason – Health and safety

Balfour Kilpatrick v Acheson [2003] IRLR 683
Masiak v City Restaurants (UK) Ltd [1999] IRLR 780

237.31 Reason for dismissal – Inadmissible reason – Health and safety – Designated employee

Goodwin v Cabletel UK Ltd [1997] IRLR 665

237.5 Reason for dismissal – Inadmissible reason – Assertion of statutory right

Mennell v Newell & Wright (Transport Contractors) Ltd [1997] IRLR 519 CA and [1996] IRLR 384

237.56 Reason for dismissal – Inadmissible reason – Assertion of statutory right – Time off for dependants

Qua v John Ford Morrison Solicitors [2003] IRLR 184

237.6 Reason for dismissal – Inadmissible reason – Protected disclosure

Darnton v University of Surrey [2003] IRLR 133
Parkins v Sodexho Ltd [2002] IRLR 109
Miklaszewicz v Stolt Offshore Ltd [2002] IRLR 344 CS and [2001] IRLR 656
ALM Medical Services Ltd v Bladon [2002] IRLR 807 CA

238 Reason for dismissal – Pregnancy

Halfpenny v IGE Medical Systems Ltd [2001] IRLR 96 HL and [1998] IRLR 10
Caledonia Bureau Investment & Property v Caffrey [1998] IRLR 110
Hilton International Hotels (UK) Ltd v Kaissi [1994] IRLR 270
Clayton v Vigers [1990] IRLR 177
Brown v Stockton-on-Tees Borough Council [1988] IRLR 263 HL, [1987] IRLR 230 CA and [1986] IRLR 432
Grimsby Carpet Co Ltd v Bedford [1987] IRLR 438
Lucas v Norton of London Ltd [1984] IRLR 86

239 Reason for dismissal – Transfer of undertaking

Rossiter v Pendragon plc; Air Foyle Ltd v Crosby-Clarke [2002] IRLR 483 CA
Rossiter v Pendragon plc [2001] IRLR 256
Morris v John Grose Group Ltd [1998] IRLR 499
Thompson v (1) Walon Car Delivery and (2) BRS Automotive Ltd [1997] IRLR 343
R v Secretary of State for Trade & Industry ex parte Unison [1996] IRLR 438 HC
Milligan v Securicor Cleaning Ltd [1995] IRLR 288
Stirling District Council v Allan [1995] IRLR 301 CS and [1994] IRLR 208
Woodcock v Committee for the time being of the

Friends School, Wigton and Genwise Ltd [1987] IRLR 98 CA
Richmond Precision Engineering Ltd v Pearce [1985] IRLR 179

239.1 Reason for dismissal - Transfer of undertaking - Whether reason connected with transfer
Thompson v SCS Consulting Ltd [2001] IRLR 801
Kerry Foods Ltd v Creber [2000] IRLR 10
Whitehouse v Chas A Blatchford & Sons Ltd [1999] IRLR 492 CA
Askew v Governing Body of Clifton Middle School [1999] IRLR 708 CA
Cornwall County Care Ltd v Brightman [1998] IRLR 228
Wilson v St Helens Borough Council; British Fuels Ltd v Meade and Baxendale [1998] IRLR 706 HL and [1997] IRLR 505 CA
Longden v Ferrari Ltd [1994] IRLR 157
Ibex Trading Co Ltd (in administration) v Walton [1994] IRLR 564
Litster v Forth Dry Dock & Engineering Co Ltd [1989] IRLR 161 HL
Meikle v McPhail (Charleston Arms) [1983] IRLR 351

239.2 Reason for dismissal - Transfer of undertaking - Economic, technical or organisational reason
Thompson v SCS Consulting Ltd [2001] IRLR 801
Kerry Foods Ltd v Creber [2000] IRLR 10
Whitehouse v Chas A Blatchford & Sons Ltd [1999] IRLR 492 CA
Cornwall County Care Ltd v Brightman [1998] IRLR 228
Warner v Adnet Ltd [1998] IRLR 394 CA
Wilson v St Helens Borough Council; Meade and Baxendale v British Fuels Ltd [1997] IRLR 505 CA
BSG Property Services v Tuck [1996] IRLR 134
Ibex Trading Co Ltd (in administration) v Walton [1994] IRLR 564
Crawford v Swinton Insurance Brokers Ltd [1990] IRLR 42
Litster v Forth Dry Dock & Engineering Co Ltd (formerly Forth Estuary Engineering Ltd) [1989] IRLR 161 HL and [1986] IRLR 59
Gateway Hotels Ltd v Stewart [1988] IRLR 287
Wheeler v Patel and J Golding Group of Companies [1987] IRLR 211
Fenton v Stablegold Ltd [1986] IRLR 64
Delabole Slate Ltd v Berriman [1985] IRLR 305 CA
McGrath v Rank Leisure Ltd [1985] IRLR 323
Anderson and McAlonie v Dalkeith Engineering Ltd [1984] IRLR 429
Meikle v McPhail (Charleston Arms) [1983] IRLR 351

240 Reason for dismissal – Redundancy
Polkey v Edmond Walker (Holdings) Ltd [1987] IRLR 13 CA

241 Reason for dismissal – Redundancy – Whether reason for dismissal is redundancy
Boorman v Allmakes Ltd [1995] IRLR 553 CA
Philip Hodges & Co Ltd v Kell [1994] IRLR 568
Baxter v Limb Group of Companies [1994] IRLR 572 CA
Brown v Stockton-on-Tees Borough Council [1988] IRLR 263 HL, [1987] IRLR 230 CA and [1986] IRLR 432
Lamont v Fry's Metals Ltd [1985] IRLR 470 CA
McKindley v William Hill (Scotland) Ltd [1985] IRLR 492
Maund v Penwith District Council [1984] IRLR 24 CA and [1982] IRLR 399

241.3 Reason for dismissal – Redundancy – Was dismissal for purposes of redundancy?
Askew v Governing Body of Clifton Middle School [1999] IRLR 708 CA
Babar Indian Restaurant v Rawat [1985] IRLR 57

241.32 Reason for dismissal – Redundancy – Was dismissal for purposes of redundancy? – Diminishing work requirements
Shawkat v Nottingham City Hospital NHS Trust (No.2) [2001] IRLR 555 CA
Shawkat v Nottingham City Hospital NHS Trust [1999] IRLR 340
Murray v Foyle Meats Ltd [1999] IRLR 562 HL
Church v West Lancashire NHS Trust [1998] IRLR 4
Safeway Stores plc v Burrell [1997] IRLR 200
Johnson v Peabody Trust [1996] IRLR 387
McCrea v Cullen & Davison Ltd [1988] IRLR 30 NICA
North Yorkshire County Council v Fay [1985] IRLR 247 CA
Pink v White and White & Co (Earls Barton) Ltd [1985] IRLR 489
Murphy v Epsom College [1984] IRLR 271 CA and [1983] IRLR 395
Haden Ltd v Cowen [1982] IRLR 314 CA and [1982] IRLR 225

241.33 Reason for dismissal – Redundancy – Was dismissal for purposes of redundancy? – At the place of work
High Table Ltd v Horst [1997] IRLR 513 CA

241.4 Reason for dismissal – Redundancy – Onus of proof
Shawkat v Nottingham City Hospital NHS Trust [1999] IRLR 340

242 Reason for dismissal – Redundancy – Selection for redundancy
Brown v Stockton-on-Tees Borough Council [1988] IRLR 263 HL
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
Green v A&I Fraser (Wholesale Fish Merchants) Ltd [1985] IRLR 55
Grundy (Teddington) Ltd v Plummer and Salt [1983] IRLR 98
Thomson v Alloa Motor Co Ltd [1983] IRLR 403
Simpson A & Son (Motors) v Reid and Findlater [1983] IRLR 401
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Williams v Compair Maxam Ltd [1982] IRLR 83

242.1 Reason for dismissal – Redundancy – Selection for redundancy – Circumstances applied equally to other employees holding similar positions
O'Dea v ISC Chemicals Ltd [1995] IRLR 599 CA
Robinson v Carrickfergus Borough Council [1983] IRLR 122 NICA

242.2 Reason for dismissal – Redundancy – Selection for redundancy – Inadmissible reason
Dundon v GPT Ltd [1995] IRLR 403
O'Dea v ISC Chemicals Ltd [1995] IRLR 599 CA
Britool Ltd v Roberts [1993] IRLR 482
Port of London Authority v Payne [1992] IRLR 447

242.23 Reason for dismissal – Redundancy – Selection for redundancy – Inadmissible reason – Health and safety
Smiths Industries Aerospace and Defence Systems v Rawlings [1996] IRLR 656

242.3 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of a customary arrangement
Rogers v Vosper Thornycroft (UK) Ltd [1989] IRLR 82 CA and [1988] IRLR 229
Sheehan v Vosper Thornycroft (UK) Ltd [1989] IRLR 82 CA
Suflex Ltd v Thomas [1987] IRLR 435
Tilgate Pallets Ltd v Barras [1983] IRLR 231

242.31 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of a customary arrangement – Special reasons for contravention
Suflex Ltd v Thomas [1987] IRLR 435
Tilgate Pallets Ltd v Barras [1983] IRLR 231

242.4 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of an agreed procedure
Rolls-Royce Motor Cars Ltd v Price [1993] IRLR 203
Henry v Ellerman City Liners Ltd [1984] IRLR 408 CA
Tilgate Pallets Ltd v Barras [1983] IRLR 231

242.41 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of an agreed procedure – Special reasons for contravention
Rolls-Royce Motor Cars Ltd v Price [1993] IRLR 203
Robinson v Ulster Carpet Mills Ltd [1991] IRLR 348 NICA
Cross International v Reid [1985] IRLR 387 CA
Tilgate Pallets Ltd v Barras [1983] IRLR 231

242.5 Reason for dismissal – Redundancy – Selection for redundancy – Company policy: reasonableness
BL Cars Ltd v Lewis [1983] IRLR 58

242.51 Reason for dismissal – Redundancy – Selection for redundancy – Company policy: reasonableness – Contravention of company policy
Stockton-on-Tees Borough Council v Brown [1986] IRLR 432

250 Sufficiency of reason for dismissal
Halfpenny v IGE Medical Systems Ltd [2001] IRLR 96 HL
Alboni v Ind Coope Retail Ltd [1998] IRLR 131 CA
Duffy v Yeomans & Partners Ltd [1994] IRLR 642 CA
Whitbread & Co plc v Mills [1988] IRLR 501
Polkey v AE Dayton Services Ltd (formerly Edmund Walker (Holdings) Ltd) [1987] IRLR 503 HL
Stacey v Babcock Power Ltd (Construction Division) [1986] IRLR 3
Cawley v South Wales Electricity Board [1985] IRLR 89
Greenall Whitley plc v Carr [1985] IRLR 289
Anandarajah v Lord Chancellor's Department [1984] IRLR 131
Dobie v Burns International Security Services (UK) Ltd [1984] IRLR 329 CA
Anderson and McAlonie v Dalkeith Engineering Ltd [1984] IRLR 429
Grundy (Teddington) Ltd v Plummer and Salt [1983] IRLR 98
Williams v Compair Maxam Ltd [1982] IRLR 83
Savoia v Chiltern Herb Farms Ltd [1982] IRLR 166 CA
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439

251 Sufficiency of reason for dismissal – Onus of proof
Boys and Girls Welfare Society v McDonald [1996] IRLR 129
Post Office Counters Ltd v Heavey [1989] IRLR 513
Howarth Timber (Leeds) Ltd v Biscomb [1986] IRLR 52
Smith v City of Glasgow District Council [1985] IRLR 79 CS
Barratt Construction Ltd v Dalrymple [1984] IRLR 385
Murray MacKinnon v Forno [1983] IRLR 7
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Nova Plastics Ltd v Froggatt [1982] IRLR 146
Maund v Penwith District Council [1982] IRLR 399

252 Sufficiency of reason for dismissal – Reasonableness in the circumstances
Grundy (Teddington) Ltd v Plummer and Salt [1983] IRLR 98

252.11 Sufficiency of reason for dismissal – Reasonableness in the circumstances – Disciplinary procedure – Fair and effective arrangements
Santamera v Express Cargo Forwarding [2003] IRLR 273
Whitbread plc v Hall [2001] IRLR 275 CA
Hussain v Elonex plc [1999] IRLR 420 CA
Fuller v Lloyds Bank plc [1991] IRLR 336
Clark v Civil Aviation Authority [1991] IRLR 412
Spink v Express Foods Group Ltd [1990] IRLR 320
Louies v Coventry Hood & Seating Co Ltd [1990] IRLR 324
Slater v Leicestershire Health Authority [1989] IRLR 16 CA
Moyes v Hylton Castle Working Men's Social Club & Institute Ltd [1986] IRLR 482
Read v Phoenix Preservation Ltd [1985] IRLR 93
Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
Rowe v Radio Rentals Ltd [1982] IRLR 177
Gibson v British Transport Docks Board [1982] IRLR 228

252.12 Sufficiency of reason for dismissal – Reasonableness in the circumstances – Disciplinary procedure – Agreed with employee representatives
Brooks W & Son v Skinner [1984] IRLR 379

252.15 Sufficiency of reason for dismissal – Reasonableness in the circumstances – Disciplinary procedure – Circumstances which can lead to penalty known
Lock v Cardiff Railway Co Ltd [1998] IRLR 358
Proctor v British Gypsum Ltd [1992] IRLR 7
Denco Ltd v Joinson [1991] IRLR 63
Ulsterbus Ltd v Henderson [1989] IRLR 251 NICA
Brooks W & Son Ltd v Skinner [1984] IRLR 379
Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382
Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47

252.17 Sufficiency of reason for dismissal – Reasonableness in the circumstances – Disciplinary procedure – Opportunity to state case
Panama v London Borough of Hackney [2003] IRLR 278 CA
Lovie Ltd v Anderson [1999] IRLR 164
Hussain v Elonex plc [1999] IRLR 420 CA
Clarke v Trimoco Group Ltd [1993] IRLR 148
Sartor v P & O European Ferries (Felixstowe) Ltd [1992] IRLR 271 CA
Fuller v Lloyds Bank plc [1991] IRLR 336
Spink v Express Foods Group Ltd [1990] IRLR 320
Louies v Coventry Hood & Seating Co Ltd [1990] IRLR 324
McLaren v National Coal Board [1988] IRLR 215 CA
Pritchett and Dyjasek v J McIntyre Ltd [1987] IRLR 18 CA and [1986] IRLR 97
Read v Phoenix Preservation Ltd [1985] IRLR 93
Siggs & Chapman (Contractors) Ltd v Knight [1984] IRLR 83
Anandarajah v Lord Chancellor's Department [1984] IRLR 131
Kingston v British Railways Board [1984] IRLR 146 CA and [1982] IRLR 274
Murray MacKinnon v Forno [1983] IRLR 7
Sillifant v Powell Duffryn Timber Ltd [1983] IRLR 91
Wass W&J Ltd v Binns [1982] IRLR 283 CA
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439
Dunn v Pochin (Contractors) Ltd [1982] IRLR 449

Henderson v Granville Tours Ltd [1982] IRLR 494
Harris and Shepherd v Courage Eastern Ltd [1982] IRLR 509 CA

252.18 Sufficiency of reason for dismissal – Reasonableness in the circumstances – Disciplinary procedure – Opportunity to be represented

Anandarajah v Lord Chancellor's Department [1984] IRLR 131

252.19 Sufficiency of reason for dismissal – Reasonabless in the circumstances – Disciplinary procedure – Opportunity to appeal

Westminster City Council v Cabaj [1996] IRLR 399 CA
Cabaj v Westminster City Council [1994] IRLR 530
Sartor v P & O European Ferries (Felixstowe) Ltd [1992] IRLR 271 CA
Byrne v BOC Ltd [1992] IRLR 505
Clark v Civil Aviation Authority [1991] IRLR 412
Post Office v Marney [1990] IRLR 170
Tower Hamlets Health Authority v Anthony [1989] IRLR 394 CA and [1988] IRLR 331
Whitbread & Co plc v Mills [1988] IRLR 501
West Midlands Co-operative Society Ltd v Tipton [1986] IRLR 112 HL, [1985] IRLR 116 CA and [1983] IRLR 276
Stein v Associated Dairies Ltd [1982] IRLR 447

252.2 Sufficiency of reason for dismissal – Reasonableness in the circumstances – Operating the disciplinary procedure

Stoker v Lancashire County Council [1992] IRLR 75 CA
Rao v Civil Aviation Authority [1992] IRLR 203
Whitbread & Co plc v Thomas [1988] IRLR 43
Whitbread & Co plc v Mills [1988] IRLR 501
RSPCA v Cruden [1986] IRLR 83
Stein v Associated Dairies Ltd [1982] IRLR 447

252.21 Sufficiency of reason for dismissal – Reasonableness in the circumstances – Operating the disciplinary procedure – Warnings

Bevan Ashford v Malin [1995] IRLR 360
Conlin v United Distillers [1994] IRLR 169 CS
Auguste Noel Ltd v Curtis [1990] IRLR 326
Tower Hamlets Health Authority v Anthony [1989] IRLR 394 CA and [1988] IRLR 331
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53

252.22 Sufficiency of reason for dismissal – Reasonabless in the circumstances – Operating the disciplinary procedure – Gross misconduct: dismissal for first breach

Lock v Cardiff Railway Co Ltd [1998] IRLR 358
British Railways Board v Jackson [1994] IRLR 235 CA
Hamilton v Argyll & Clyde Health Board [1993] IRLR 99
East Berkshire Health Authority v Matadeen [1992] IRLR 336
Denco Ltd v Joinson [1991] IRLR 63
Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382

252.5 Sufficiency of reason for dismissal – Reasonableness in the circumstances – ACAS Code of Practice

Beedell v West Ferry Printers Ltd [2000] IRLR 650
Lock v Cardiff Railway Co Ltd [1998] IRLR 358

253 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability

Sainsbury's Supermarkets Ltd v Hitt [2003] IRLR 23 CA
Wilson v Ethicon Ltd [2000] IRLR 4
Midland Bank plc v Madden [2000] IRLR 288
Beedell v West Ferry Printers Ltd [2000] IRLR 650
Post Office v Foley; HSBC Bank Ltd (formerly Midland Bank plc) v Madden [2000] IRLR 827 CA
Haddon v Van Den Bergh Foods Ltd [1999] IRLR 672
Farrant v The Woodroffe School [1998] IRLR 176
Securicor Guarding Ltd v R [1994] IRLR 633
East Berkshire Health Authority v Matadeen [1992] IRLR 336
Piggott Brothers & Co Ltd v Jackson [1991] IRLR 309 CA
Parr v Whitbread plc [1990] IRLR 39
Rentokil Ltd v Mackin [1989] IRLR 286
Whitbread & Co plc v Thomas [1988] IRLR 43
Polkey v AE Dayton Services Ltd (formerly Edmund Walker (Holdings) Ltd) [1987] IRLR 503 HL and [1987] IRLR 13 CA
Shook v London Borough of Ealing [1986] IRLR 46
Hereford and Worcester County Council v Neale [1986] IRLR 168 CA and [1985] IRLR 281
FC Shepherd & Co Ltd v Jerrom [1985] IRLR 275
Kingston v British Railways Board [1984] IRLR 146 CA
Payne v Spook Erection Ltd [1984] IRLR 219
Murray MacKinnon v Forno [1983] IRLR 7
Brandon and Goold v Murphy Bros [1983] IRLR 54
Thomson v Alloa Motor Co Ltd [1983] IRLR 403
Property Guards Ltd v Taylor and Kershaw [1982] IRLR 175
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439
Riley v Joseph Frisby Ltd [1982] IRLR 479
Maintenance Co Ltd v Dormer [1982] IRLR 491

253.11 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Employer responsibility – Inquiry and investigation

Sainsbury's Supermarkets Ltd v Hitt [2003] IRLR 23 CA
Santamera v Express Cargo Forwarding [2003] IRLR 273
Panama v London Borough of Hackney [2003] IRLR 278 CA
A v B, EAT/1167/01 [2003] IRLR 405
Market Force (UK) Ltd v Hunt [2002] IRLR 863
John Lewis plc v Coyne [2001] IRLR 139
Midland Bank plc v Madden [2000] IRLR 288
Post Office v Foley; HSBC Bank Ltd (formerly Midland Bank plc) v Madden [2000] IRLR 827 CA
Lovie Ltd v Anderson [1999] IRLR 164
Hussain v Elonex plc [1999] IRLR 420 CA
Fisher v California Cake & Cookie Ltd [1997] IRLR 212
Scottish Daily Record & Sunday Mail (1986) Ltd v Laird [1996] IRLR 665 CS
Dick v Glasgow University [1993] IRLR 581 CS
Secretary of State for Scotland v Campbell [1992] IRLR 263
P v Nottinghamshire County Council [1992] IRLR 362 CA
Scottish Midland Co-operative Society Ltd v Cullion [1991] IRLR 261 CS
British Gas plc v McCarrick [1991] IRLR 305 CA
Piggott Brothers & Co Ltd v Jackson [1991] IRLR 309 CA
Parr v Whitbread plc [1990] IRLR 39
Linfood Cash & Carry Ltd v Thomson [1989] IRLR 235
Ulsterbus Ltd v Henderson [1989] IRLR 251 NICA
Whitbread & Co plc v Thomas [1988] IRLR 43
ILEA v Gravett [1988] IRLR 497
Whitbread & Co plc v Mills [1988] IRLR 501
Read v Phoenix Preservation Ltd [1985] IRLR 93
Greenall Whitley plc v Carr [1985] IRLR 289
Siggs & Chapman (Contractors) Ltd v Knight [1984] IRLR 83
Royal Society for the Protection of Birds v Croucher [1984] IRLR 425
Sillifant v Powell Duffryn Timber Ltd [1983] IRLR 91
Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
Kingston v British Railways Board [1982] IRLR 274
Wass W&J Ltd v Binns [1982] IRLR 283 CA
Dunn v Pochin (Contractors) Ltd [1982] IRLR 449
Henderson v Granville Tours Ltd [1982] IRLR 494
Harris and Shepherd v Courage Eastern Ltd [1982] IRLR 509 CA

253.12 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To establish validity of reason

Panama v London Borough of Hackney [2003] IRLR 278 CA
British Railways Board v Jackson [1994] IRLR 235 CA
Secretary of State for Scotland v Campbell [1992] IRLR 263
P v Nottinghamshire County Council [1992] IRLR 362 CA
Morgan v Electrolux Ltd [1991] IRLR 89 CA
Scottish Midland Co-operative Society Ltd v Cullion [1991] IRLR 261 CS
British Gas plc v McCarrick [1991] IRLR 305 CA
Tele-Trading Ltd v Jenkins [1990] IRLR 430 CA
Linfood Cash & Carry Ltd v Thomson [1989] IRLR 235
Ulsterbus Ltd v Henderson [1989] IRLR 251 NICA
ILEA v Gravett [1988] IRLR 497
Whitbread & Co plc v Mills [1988] IRLR 501
Smith v City of Glasgow District Council [1987] IRLR 326 HL and [1985] IRLR 79 CS
Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
Lewis v John Adamson & Co Ltd [1982] IRLR 233

253.13 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To warn of change in practice

W Brooks & Son Ltd v Skinner [1984] IRLR 379

253.14 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Employer responsibility – Consistency

London Borough of Harrow v Cunningham [1996] IRLR 256
Paul v East Surrey District Health Authority [1995] IRLR 305 CA
Conlin v United Distillers [1994] IRLR 169 CS
Proctor v British Gypsum Ltd [1992] IRLR 7
Frames Snooker Centre v Boyce [1992] IRLR 472
United Distillers v Conlin [1992] IRLR 503
Cain v Leeds Western Health Authority [1990] IRLR 168
Securicor Ltd v Smith [1989] IRLR 356

253.15 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To remedy situation

Piggott Brothers & Co Ltd v Jackson [1991] IRLR 309 CA

253.17 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To inform employee of reason for dismissal

Fuller v Lloyds Bank plc [1991] IRLR 336
Pritchett and Dyjasek v J McIntyre Ltd [1987] IRLR 18 CA and [1986] IRLR 97

253.18 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To attempt to find alternative employment

Hamilton v Argyll & Clyde Health Board [1993] IRLR 99
P v Nottinghamshire County Council [1992] IRLR 362 CA
Gair v Bevan Harris Ltd [1983] IRLR 368 CS

253.3 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Penalty related to offence

Conlin v United Distillers [1994] IRLR 169 CS and [1992] IRLR 503
British Railways Board v Jackson [1994] IRLR 235 CA
Post Office v Marney [1990] IRLR 170
Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382
British Broadcasting Corporation v Beckett [1983] IRLR 43
Ladbroke Racing Ltd v Arnott [1983] IRLR 154 CS
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439

253.4 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Injury or illness

Edwards v Governors of Hanson School [2001] IRLR 733
Hilton International Hotels (UK) Ltd v Kaissi [1994] IRLR 270
London Fire & Civil Defence Authority v Betty [1994] IRLR 384
Lynock v Cereal Packaging Ltd [1988] IRLR 510
Smiths Industries Aerospace & Defence Systems Ltd v Brookes [1986] IRLR 434
Lewis v John Adamson & Co Ltd [1982] IRLR 233

253.41 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Injury or illness – Disabled employee

British Gas Services Ltd v McCaull [2001] IRLR 60
Kent County Council v Mingo [2000] IRLR 90
H J Heinz Co Ltd v Kenrick [2000] IRLR 144
Seymour v British Airways Board [1983] IRLR 55

253.42 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Injury or illness – Compliance with sick pay procedure

Hooper v British Railways Board [1988] IRLR 517 CA

253.43 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Injury or illness – Warning/consultation

Eclipse Blinds Ltd v Wright [1992] IRLR 133 CS
A Links & Co Ltd v Rose [1991] IRLR 353 CS
Hooper v British Railways Board [1988] IRLR 517 CA

253.44 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Injury or illness – Attempt to find alternative employment

British Gas Services Ltd v McCaull [2001] IRLR 60
Hooper v British Railways Board [1988] IRLR 517 CA
Shook v London Borough of Ealing [1986] IRLR 46

253.5 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Summary dismissal

Hooper v British Railways Board [1988] IRLR 517 CA
BSC Sports & Social Club v Morgan [1987] IRLR 391

253.53 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Summary dismissal – Dishonesty

Hotson v Wisbech Conservative Club [1984] IRLR 422

253.55 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Summary dismissal – Gross misconduct

Marshall v Industrial Systems & Control Ltd [1992] IRLR 294
Siraj-Eldin v Campbell Middleton Burness & Dickson [1989] IRLR 208 CS
Laughton and Hawley v Bapp Industrial Supplies Ltd [1986] IRLR 245
Tracey v Zest Equipment Co Ltd [1982] IRLR 268

253.56 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Summary dismissal – Offence unconnected with work
X v Y, EAT/0765/02 [2003] IRLR 561
Mathewson v RB Wilson Dental Laboratory Ltd [1988] IRLR 512
253.6 Sufficiency of reason for dismissal – Reasonableness in the circumstances: Conduct and capability – Breach of contract
Adamson v B & L Cleaning Services Ltd [1995] IRLR 193
Chubb Fire Security Ltd v Harper [1983] IRLR 311
254 Sufficiency of reason for dismissal – Reasonableness in the circumstances – Redundancy
O'Dea v ISC Chemicals Ltd [1995] IRLR 599 CA
Boulton & Paul Ltd v Arnold [1994] IRLR 532
Brook v London Borough of Haringey [1992] IRLR 478
Robinson v Ulster Carpet Mills Ltd [1991] IRLR 348 NICA
Forth Estuary Engineering Ltd v Litster [1988] IRLR 289 CS and [1986] IRLR 59
Stacey v Babcock Power Ltd (Construction Division) [1986] IRLR 3
Rolls-Royce Motors Ltd v Dewhurst [1985] IRLR 184
McGrath v Rank Leisure Ltd [1985] IRLR 323
Henry v Ellerman City Liners Ltd [1984] IRLR 408 CA
Grundy (Teddington) Ltd v Plummer and Salt [1983] IRLR 98
Meikle v McPhail (Charleston Arms) [1983] IRLR 351
Murphy v Epsom College [1983] IRLR 395
Simpson A & Son (Motors) v Reid and Findlater [1983] IRLR 401
Buchanan v Tilcon Ltd [1983] IRLR 417 CS
Williams v Compair Maxam Ltd [1982] IRLR 83
Cowen v Haden Ltd [1982] IRLR 225
Maund v Penwith District Council [1982] IRLR 399
254.1 Sufficiency of reason for dismissal – Reasonableness in the circumstances – Redundancy – Attempt to find alternative employment
Langston v Cranfield University [1998] IRLR 172
Wood v Coverage Care Ltd [1996] IRLR 264
Octavius Atkinson & Sons Ltd v Morris [1989] IRLR 158 CA
Labour Party v Oakley [1987] IRLR 79
Elliott v Richard Stump Ltd [1987] IRLR 215
MDH Ltd v Sussex [1986] IRLR 123
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
Barratt Construction Ltd v Dalrymple [1984] IRLR 385
Robinson v Carrickfergus Borough Council [1983] IRLR 122 NICA
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Williams v Compair Maxam Ltd [1982] IRLR 83
254.3 Sufficiency of reason for dismissal – Reasonableness in the circumstances – Redundancy – Warning
Elkouil v Coney Island Ltd [2002] IRLR 174
Ferguson v Prestwick Circuits Ltd [1992] IRLR 266
De Grasse v Stockwell Tools Ltd [1992] IRLR 269
Polkey v AE Dayton Services Ltd (formerly Edmund Walker (Holdings) Ltd) [1987] IRLR 503 HL and [1987] IRLR 13 CA
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
Williams v Compair Maxam Ltd [1982] IRLR 83
254.4 Sufficiency of reason for dismissal – Reasonableness in the circumstances – Redundancy – Consultation
Elkouil v Coney Island Ltd [2002] IRLR174
Lloyd v Taylor Woodrow Construction [1999] IRLR 782
Langston v Cranfield University [1998] IRLR 172
Warner v Adnet Ltd [1998] IRLR 394 CA
John Brown Engineering Ltd v Brown [1997] IRLR 90
Mugford v Midland Bank plc [1997] IRLR 208
King v Eaton Ltd [1996] 199 CS and [1995] 75
Rowell v Hubbard Group Services Ltd [1995] IRLR 195
Ibex Trading Co Ltd (in administration) v Walton [1994] IRLR 564
Duffy v Yeomans & Partners Ltd [1994] IRLR 642 CA and [1993] IRLR 368
Rolls-Royce Motor Cars Ltd v Price [1993] IRLR 203
Heron v Citylink Nottingham [1993] IRLR 372
Britool Ltd v Roberts [1993] IRLR 481
Campbell v Dunoon & Cowal Housing Association Ltd [1993] IRLR 496 CS
Robertson v Magnet Ltd (Retail Division) [1993] IRLR 512
Red Bank Manufacturing Co Ltd v Meadows [1992] IRLR 209
Ferguson v Prestwick Circuits Ltd [1992] IRLR 266
De Grasse v Stockwell Tools Ltd [1992] IRLR 269
Hough v Leyland DAF Ltd [1991] IRLR 194
Mining Supplies (Longwall) Ltd v Baker [1988] IRLR 417
Polkey v AE Dayton Services Ltd (formerly Edmund Walker (Holdings) Ltd) [1987] IRLR 503 HL and [1987] IRLR 13 CA
Howarth Timber (Leeds) Ltd v Biscomb [1986] IRLR 52
Graham v ABF Ltd [1986] IRLR 90
Holden v Bradville Ltd [1985] IRLR 483
Lafferty Construction Ltd v Duthie [1985] IRLR 487
Pink v (1) White and (2) White & Co (Earls Barton) Ltd [1985] IRLR 489
Robinson v Carrickfergus Borough Council [1983] IRLR 122 NICA
Tilgate Pallets Ltd v Barras [1983] IRLR 231
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Williams v Compair Maxam Ltd [1982] IRLR 83
Freud v Bentalls Ltd [1982] IRLR 443
254.5 Sufficiency of reason for dismissal – Reasonableness in the circumstances – Redundancy – Basis of selection
Lloyd v Taylor Woodrow Construction [1999] IRLR 782
Langston v Cranfield University [1998] IRLR 172
Britool Ltd v Roberts [1993] IRLR 481
Steel Stockholders (Birmingham) Ltd v Kirkwood [1993] IRLR 515
Graham v ABF Ltd [1986] IRLR 90
Stockton-on-Tees Borough Council v Brown [1986] IRLR 432
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
Green v A&I Fraser (Wholesale Fish Merchants) Ltd [1985] IRLR 55
Babar Indian Restaurant v Rawat [1985] IRLR 57
BL Cars Ltd v Lewis [1983] IRLR 58
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Williams v Compair Maxam Ltd [1982] IRLR 83
Clarke v Eley (IMI) Kynoch Ltd and Eley (IMI) Kynoch Ltd v Powell [1982] IRLR 482 and [1982] IRLR 131
254.6 Sufficiency of reason for dismissal – Reasonableness in the circumstances – Redundancy – Applying the selection procedure
King v Eaton Ltd (No.2) [1998] IRLR 686 CS
John Brown Engineering Ltd v Brown [1997] IRLR 90
King v Eaton Ltd [1996] 199 CS and [1995] 75
Smiths Industries Aerospace and Defence Systems v Rawlings [1996] IRLR 656
FDR Ltd v Holloway [1995] IRLR 400
Dundon v GPT Ltd [1995] IRLR 403
British Aerospace plc v Green [1995] IRLR 433 CA
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257 Sufficiency of reason for dismissal – Equity and substantial merits of the case
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259 Sufficiency of reason for dismissal – Reasonableness in the circumstances – Size and administrative resources of the undertaking
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283.13 Compensation – Compensatory award – Past loss – Recoupment
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McLeod v Hellyer Brothers Ltd and Wilson v Boston Deep Sea Fisheries Ltd [1987] IRLR 232 CA
Lewis v Surrey County Council [1987] IRLR 509 HL, [1986] IRLR 455 CA and [1986] IRLR 11
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Secretary of State for Employment v Deary and Cambridgeshire County Council [1984] IRLR 180
Ford v Warwickshire County Council [1983] IRLR 126 HL and [1982] IRLR 246 CA
314 Exclusions and qualifications – Upper age limit
Secretary of State for Trade and Industry v Rutherford (No.2) [2003] IRLR 858 and [2002] IRLR 768
Harvest Town Circle Ltd v Rutherford [2001] IRLR 599
Nash v Mash/Roe Group Ltd [1998] IRLR 168
316 Exclusions and qualifications – Fixed-term contracts
Housing Services Agency v Cragg [1997] IRLR 380
320 Was employee dismissed?
Birch and Humber v University of Liverpool [1985] IRLR 165 CA
321 Was employee dismissed? – Termination by employer
Hellyer Brothers Ltd v Atkinson [1994] IRLR 88 CA and [1992] IRLR 540
Curling v Securicor Ltd [1992] IRLR 549
Mowlem Northern Ltd v Watson [1990] IRLR 500
Scott v Coalite Fuels and Chemicals Ltd [1988] IRLR 131
Caledonian Mining Co Ltd v Bassett and Steel [1987] IRLR 165
McLeod v Hellyer Brothers Ltd and Wilson v Boston Deep Sea Fisheries Ltd [1987] IRLR 232 CA
Birch and Humber v University of Liverpool [1985] IRLR 165 CA and [1984] IRLR 54
321.1 Was employee dismissed? – Termination by employer – Renewal or re-engagement
SI (Systems & Instruments) Ltd v Grist and Riley [1983] IRLR 391
321.3 Was employee dismissed? – Termination by employer – Termination of fixed-term contract
(1) Pfaffinger v City of Liverpool Community College (2) Muller v Amersham & Wycombe College [1996] IRLR 508
McLeod v Hellyer Brothers Ltd and Wilson v Boston Deep Sea Fisheries Ltd [1987] IRLR 232 CA
321.4 Was employee dismissed? – Termination by employer – Employee's notice during notice period
CPS Recruitment Ltd v Bowen and Secretary of State for Employment [1982] IRLR 54
322 Was employee dismissed? – Termination by agreement
Hellyer Brothers Ltd v Atkinson [1994] IRLR 88 CA and [1992] IRLR 540
Scott v Coalite Fuels and Chemicals Ltd [1988] IRLR 131
Brown v Knowsley Borough Council [1986] IRLR 102
Birch and Humber v University of Liverpool [1985] IRLR 165 CA and [1984] IRLR 54
CPS Recruitment Ltd v Bowen and Secretary of State for Employment [1982] IRLR 54
323 Was employee dismissed? – Resignation/ Employee repudiation
Scott v Coalite Fuels and Chemicals Ltd [1988] IRLR 131
324 Was employee dismissed? – Employer repudiation/constructive dismissal
Caledonian Mining Co Ltd v Bassett and Steel [1987] IRLR 165
Marley v Forward Trust Group Ltd [1986] IRLR 43
Kenneth MacRae & Co Ltd v Dawson [1984] IRLR 5
Premier Motors (Medway) Ltd v Total Oil Great Britain Ltd [1983] IRLR 471
324.4 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in place of work
Bass Leisure Ltd v Thomas [1994] IRLR 104
325 Was employee dismissed? – Frustration of contract
Tipper v Roofdec Ltd [1989] IRLR 419
326 Change in ownership of business
Dabell v Vale Industrial Services (Nottingham) Ltd

[1988] IRLR 439 CA
Secretary of State for Employment v Cohen and Beaupress Ltd [1987] IRLR 169
Secretary of State for Employment v Spence [1986] IRLR 248 CA
Atkin v Ward and Haines Watts [1983] IRLR 285
SI (Systems & Instruments) Ltd v Grist and Riley [1983] IRLR 391
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327 Date of termination
Secretary of State for Employment v Staffordshire County Council [1989] IRLR 117 CA and [1988] IRLR 3
Secretary of State for Employment v Cameron Iron Works [1989] IRLR 117 CA

330 Was dismissal due to redundancy?
Goricrtee Ltd v Jenkinson [1984] IRLR 391
Anderson and McAlonie v Dalkeith Engineering Ltd [1984] IRLR 429
Canning v Niaz and McLoughlin [1983] IRLR 431

331.1 Was dismissal due to redundancy? – Onus of proof – Statutory presumption
Willcox v Hastings [1987] IRLR 298 CA

332.3 Was dismissal due to redundancy? – Cessation of business – Place of work
Bass Leisure Ltd v Thomas [1994] IRLR 104
Curling v Securicor Ltd [1992] IRLR 549
Rank Xerox Ltd v Churchill [1988] IRLR 280

333 Was dismissal due to redundancy? – Diminishing work requirements
(1) Pfaffinger v City of Liverpool Community College (2) Muller v Amersham & Wycombe College [1996] IRLR 508
Baxter v Limb Group of Companies [1994] IRLR 572 CA
Tipper v Roofdec Ltd [1989] IRLR 419
Association of University Teachers v University of Newcastle-upon-Tyne [1988] IRLR 10
Birch and Humber v University of Liverpool [1985] IRLR 165 CA
North Yorkshire County Council v Fay [1985] IRLR 247 CA

333.2 Was dismissal due to redundancy? – Diminishing work requirements – Particular kind of work
Church v West Lancashire NHS Trust [1998] IRLR 4

341 Offer of alternative employment – In writing
McKindley v William Hill (Scotland) Ltd [1985] IRLR 492

342 Offer of alternative employment – Suitability
Curling v Securicor Ltd [1992] IRLR 549
Spencer and Griffin v Gloucestershire County Council [1985] IRLR 393 CA

343 Offer of alternative employment – Reasonable refusal
Cambridge & District Co-operative Society Ltd v Ruse [1993] IRLR 156
Spencer and Griffin v Gloucestershire County Council [1985] IRLR 393 CA and [1985] IRLR 59

345 Offer of alternative employment – Trial period
Benton v Sanderson Kayser Ltd [1989] IRLR 19 CA and [1988] IRLR 235
Elliot v Richard Stump Ltd [1987] IRLR 215
Hempell v WH Smith & Sons Ltd [1986] IRLR 95
McKindley v William Hill (Scotland) Ltd [1985] IRLR 492

350 Lay-offs
Walmsley v C&R Ferguson Ltd [1989] IRLR 112 CS
Kenneth MacRae & Co Ltd v Dawson [1984] IRLR 5

370 Calculation of payment
Secretary of State for Employment v Cheltenham Computer Bureau [1985] IRLR 333

372 Calculation of payment – Continuity of employment
Curr v Marks & Spencer plc [2003] IRLR 74 CA
Lassman v (1) Secretary of State for Trade & Industry (2) Pan Graphics Industries Ltd [2000] IRLR 411 CA and [1999] IRLR 413
Pearson v Kent County Council [1993] IRLR 165 CA and [1992] IRLR 110

373 Calculation of payment – Average weekly rate of remuneration
R v Secretary of State for Employment ex parte EOC [1993] IRLR 10 CA and [1991] IRLR 493 HC
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Keywest Club Ltd v Choudhury [1988] IRLR 51
Secretary of State for Employment v Crane [1988] IRLR 238
Secretary of State for Employment v John Woodrow & Sons (Builders) Ltd [1983] IRLR 11
Donelan v Kerrby Construction Ltd and Secretary of State for Employment [1983] IRLR 191

375 Calculation of payment – Normal working hours
Lotus Cars Ltd v Sutcliffe and Stratton [1982] IRLR 381 CA

377 Calculation of payment – Supervening misconduct dismissal
Bonner v H Gilbert Ltd [1989] IRLR 474

378 Calculation of payment – Pension offset
Royal Ordnance plc v Pilkington [1989] IRLR 489 CA and [1988] IRLR 466

380 Contractual redundancy payments
Mairs (HM Inspector of Taxes) v Haughey [1993] IRLR 551 HL
Greenwich Health Authority v Skinner [1989] IRLR 238
Stevens v Bexley Health Authority [1989] IRLR 240

393 Tribunal procedure
Barber v Staffordshire County Council [1996] IRLR 209 CA
British Newspaper Printing Corporation (North) Ltd v Kelly [1989] IRLR 222 CA

394 Redundancy Fund
Secretary of State for Trade and Industry v Lassman [2000] IRLR 411 CA
Crawford v (1) Secretary of State for Employment and (2) Colmore Depot [1995] IRLR 523
Secretary of State for Employment v Levy [1989] IRLR 469

395 Redundancy rebates
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Secretary of State for Employment v Cheltenham Computer Bureau [1985] IRLR 333
Secretary of State for Employment v John Woodrow & Sons (Builders) Ltd [1983] IRLR 11

397 No waiver of rights
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Secretary of State for Employment v Deary and Cambridgeshire County Council [1984] IRLR 180

400 INDIVIDUAL'S RIGHT TO TRADE UNION MEMBERSHIP AND ACTIVITY

410 Right to trade union membership
Wilson v United Kingdom; Palmer v United Kingdom; Doolan v United Kingdom [2002] IRLR 568 ECHR
Associated Newspapers Ltd v Wilson; Associated British Ports v Palmer [1995] IRLR 258 HL, [1993] IRLR 336 CA, [1993] IRLR 63 and [1992] IRLR 440
Ridgway and Fairbrother v National Coal Board [1987] IRLR 80 CA and [1986] IRLR 379
R v Secretary of State for Foreign and Commonwealth Affairs ex parte Council of Civil Service Unions [1985] IRLR 28 HL, [1984] IRLR 353 CA and [1984] IRLR 309 HC

411 Right to non-membership
Sakals v United Counties Omnibus Co Ltd [1984] IRLR 474

412 Right to take part in trade union activity
F W Farnsworth Ltd v McCoid [1999] IRLR 626 CA and [1998] IRLR 362
Gallacher v Department of Transport [1994] IRLR 231 CA

482 Remedies – Compensation
London Borough of Hackney v Adams [2003] IRLR 402
Cleveland Ambulance NHS Trust v Blane [1997] IRLR 332
Ridgway and Fairbrother v National Coal Board [1987] IRLR 80 CA

491 Claim in time
British Airways Board v Clark and Havill [1982] IRLR 238

492 Costs
Ridgway and Fairbrother v National Coal Board [1987] IRLR 80 CA

500 EQUAL PAY

501 Meaning of "employment"
Perceval-Price v Department of Economic Development [2000] IRLR 380 NICA
Quinnen v Hovells [1984] IRLR 227

511 Exclusions and qualifications – Retirement or death terms or provisions
Stevens v Bexley Health Authority [1989] IRLR 240
Newstead v Department of Transport and HM Treasury, 192/85 [1988] IRLR 66 ECJ and [1985] IRLR 299
Worringham and Humphreys v Lloyds Bank Ltd [1982] IRLR 74 CA
Garland v British Rail Engineering Ltd [1982] IRLR 111 ECJ and [1982] IRLR 257 HL

513 Exclusions – Claim in time
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National Power plc v Young [2001] IRLR 32 CA
Preston v Wolverhampton Healthcare NHS Trust (No.2) [2001] IRLR 237 HL
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Etherson v Strathclyde Regional Council [1992] IRLR 392
British Railways Board v Paul [1988] IRLR 20

515.1 Exclusions – Excluded cases – Statutory office holders
Perceval-Price v Department of Economic Development [2000] IRLR 380 NICA

520 Terms and conditions of employment less favourable
Barber v Guardian Royal Exchange Assurance Group, 262/88 [1990] IRLR 240 ECJ
Hayward v Cammell Laird Shipbuilders Ltd [1988] IRLR 257 HL

521 Terms and conditions of employment less favourable – Pay
Evesham v North Hertfordshire Health Authority; Enderby v Frenchay Health Authority; Hughes v West Berkshire Health Authority [2000] IRLR 257 CA and [1999] IRLR 155
Benveniste v University of Southampton [1989] IRLR 122 CA
Hayward v Cammell Laird Shipbuilders Ltd [1988] IRLR 257 HL, [1987] IRLR 186 CA and [1986] IRLR 287

523 Terms and conditions of employment less favourable – Maternity pay
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Gillespie v Northern Health and Social Services Board, C-342/93 [1996] IRLR 214 ECJ

525 Terms and conditions of employment less favourable – Redundancy/severance payment
Barry v Midland Bank plc [1999] IRLR 581 HL and [1998] IRLR 138 CA
McKechnie v UBM Building Supplies (Southern) Ltd [1991] IRLR 283
Barber v Guardian Royal Exchange Assurance Group, 262/88 [1990] IRLR 240 ECJ
Kowalska v Freie und Hansestadt Hamburg, C-33/89 [1990] IRLR 447 ECJ
Stevens v Bexley Health Authority [1989] IRLR 240
Secretary of State for Employment v Levy [1989] IRLR 469
Hammersmith and Queen Charlotte's Special Health Authority v Cato [1987] IRLR 483

527.2 Terms and conditions of employment less favourable – Allowances – Travel benefit
Grant v South-West Trains Ltd, C-249/96 [1998] IRLR 206 ECJ

528 Terms and conditions of employment less favourable – Pension/retirement provisions
Quirk v Burton Hospitals NHS Trust [2002] IRLR 353 CA
Trustees of Uppingham School Retirement Benefits Scheme for Non-Teaching Staff v Shillcock [2002] IRLR 702 HC
Quirk v Burton Hospitals NHS Trust [2001] IRLR 198
Allonby v Accrington & Rossendale College [2001] IRLR 364 CA
Marsh & McLennan Companies UK Ltd v Pensions Ombudsman [2001] IRLR 505 HC
Magorrian v Eastern Health and Social Services Board, C-246/96 [1998] IRLR 86 ECJ
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Barber v Guardian Royal Exchange Assurance Group, 262/88 [1990] IRLR 240 ECJ
Barclays Bank plc v James [1990] IRLR 90

530 Like work
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533 Like work – Whether differences are of practical importance
Thomas v NCB and Barker v NCB [1987] IRLR 451

534 Like work – Comparison with employee in the same employment
Hasley v Fair Employment Agency [1989] IRLR 106 NICA

540 Work rated as equivalent
Commission of the European Communities v United Kingdom of Great Britain and NI, 61/81 [1982] IRLR 333 ECJ

541 Work rated as equivalent – Equal value
Springboard Sunderland Trust v Robson [1992] IRLR 261

542 Work rated as equivalent – Job evaluation study
McAuley v Eastern Health and Social Services Board [1991] IRLR 467 NICA
Leverton v Clwyd County Council [1989] IRLR 28 HL
Bromley v H&J Quick Ltd [1988] IRLR 249 CA and [1987] IRLR 456
Arnold v Beecham Group Ltd [1982] IRLR 307
545 Work of equal value – Scope of claims
Christie v John E Haith Ltd [2003] IRLR 670
British Coal Corporation v Smith [1996] IRLR 404 HL
Diocese of Hallam Trustee v Connaughton [1996] IRLR 505
Leverton v Clwyd County Council [1989] IRLR 28 HL and [1988] IRLR 239 CA
Hayward v Cammell Laird Shipbuilders Ltd [1988] IRLR 257 HL and [1987] IRLR 186 CA
Murphy v Bord Telecom Eireann [1988] IRLR 267 ECJ
Pickstone v Freemans plc [1988] IRLR 357 HL, [1987] IRLR 218 CA and [1986] IRLR 335
545.1 Work of equal value – Scope of claims – Comparison with employee in same employment
Allonby v Accrington & Rossendale College [2001] IRLR 364 CA
546 Work of equal value – Screening hearing
Wood v William Ball Ltd [1999] IRLR 773
Leverton v Clwyd County Council [1989] IRLR 28 HL
Davies v McCartneys [1989] IRLR 439
Reed Packaging Ltd v Boozer [1988] IRLR 333
Dennehy v Sealink UK Ltd [1987] IRLR 120
546.1 Work of equal value – Screening hearing – Onus of proof
Bromley v H&J Quick Ltd [1988] IRLR 249 CA and [1987] IRLR 456
Neil v Ford Motor Co Ltd [1984] IRLR 339
546.2 Work of equal value – Screening hearing – Work previously evaluated
McAuley v Eastern Health and Social Services Board [1991] IRLR 467 NICA
Dibro Ltd v Hore [1990] IRLR 129
Avon County Council v 1. Foxall and 2. Webb [1989] IRLR 435
Bromley v H&J Quick Ltd [1988] IRLR 249 CA and [1987] IRLR 456
546.3 Work of equal value – Screening hearing – Discriminatory evaluations
Bromley v H&J Quick Ltd [1988] IRLR 249 CA and [1987] IRLR 456
Neil v Ford Motor Co Ltd [1984] IRLR 339
547 Work of equal value – Independent expert's report
Aldridge v British Telecommunications plc [1990] IRLR 10
Tennants Textile Colours Ltd v Todd [1989] IRLR 3 NICA
Leverton v Clwyd County Council [1989] IRLR 28 HL
Hayward v Cammell Laird Shipbuilders Ltd [1984] IRLR 463
548 Work of equal value – Determination of question
Wood v William Ball Ltd [1999] IRLR 773
550 Material factor defence
Barton v Investec Henderson Crosthwaite Securities Ltd [2003] IRLR 332
Nelson v Carillion Services Ltd [2003] IRLR 428 CA
Christie v John E Haith Ltd [2003] IRLR 670
Glasgow City Council v Marshall [2000] IRLR 272 HL
Barry v Midland Bank plc [1998] IRLR 138 CA
Strathclyde Regional Council v Wallace [1998] IRLR 146 HL and [1996] IRLR 670 CS
Tyldesley v TML Plastics Ltd [1996] IRLR 395
Ratcliffe v North Yorkshire County Council [1995] IRLR 439 HL
Barber v NCR (Manufacturing) Ltd [1993] IRLR 95
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Benveniste v University of Southampton [1989] IRLR 122 CA
Davies v McCartneys [1989] IRLR 439
R v Secretary of State for Social Services ex parte Clarke [1988] IRLR 22 HC
Hayward v Cammell Laird Shipbuilders Ltd [1988] IRLR 257 HL
Rainey v Greater Glasgow Health Board [1987] IRLR 26 HL
552 Material factor defence – Grading
Strathclyde Regional Council v Wallace [1996] IRLR 670 CS
Reed Packaging Ltd v Boozer [1988] IRLR 333
556 Material factor defence – Personal differential
Thomas v NCB and Barker v NCB [1987] IRLR 451
557 Material factor defence – Historical reasons
McPherson v Rathgael Centre and Northern Ireland Office [1991] IRLR 206 NICA
Rainey v Greater Glasgow Health Board [1987] IRLR 26 HL, [1985] IRLR 414 CS and [1984] IRLR 88
559.1 Material factor defence – Hours of work
Calder v Rowntree Mackintosh Confectionery Ltd [1993] IRLR 12 CA and [1992] IRLR 165
Leverton v Clwyd County Council [1989] IRLR 29 HL and [1988] IRLR 239 CA
559.2 Material factor defence – Economic circumstances of the employer
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Benveniste v University of Southampton [1989] IRLR 122 CA
559.3 Material factor defence – Market forces
Ratcliffe v North Yorkshire County Council [1995] IRLR 439 HL
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Enderby v Frenchay Health Authority and Secretary of State for Health, C-127/92 [1993] IRLR 591 ECJ, [1992] IRLR 15 CA and [1991] IRLR 44
Rainey v Greater Glasgow Health Board [1985] IRLR 414 CS
559.4 Material factor defence – Collective agreement
British Road Services Ltd v Loughran [1997] IRLR 92 NICA
British Coal Corporation v Smith [1996] IRLR 404 HL and [1993] IRLR 308
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560 Comparison with employees in other establishments
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Lawrence v Regent Office Care Ltd, C-320/00 [2002] IRLR 822 ECJ, [2000] IRLR 608 CA and [1999] IRLR 148
561 Comparison with employees in other establishments – Common terms and conditions
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British Coal Corporation v Smith; North Yorkshire County Council v Ratcliffe [1994] IRLR 342 CA
Leverton v Clwyd County Council [1989] IRLR 28 HL and [1988] IRLR 239 CA
Lawson v Britfish Ltd [1988] IRLR 53
Thomas v NCB and Barker v NCB [1987] IRLR 451
562 Comparison with employees in other establishments – Whether employers are associated
Allonby v Accrington & Rossendale College [2001] IRLR 364 CA
Scullard v (1) Knowles (2) Southern Regional Council for Education and Training [1996] IRLR 344
Hasley v Fair Employment Agency [1989] IRLR 106 NICA
570 Collective agreements
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582 Damages – Arrears of remuneration
Preston v Wolverhampton Healthcare NHS Trust (No.2) [2001] IRLR 237 HL
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593 Tribunal procedure
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Ashmore v British Coal Corporation [1990] IRLR 283 CA
Aldridge v British Telecommunications plc [1990] IRLR 10
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596 Discovery and further particulars
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598 Effect of European Community law
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Boyle v Equal Opportunities Commission, C-411/96 [1998] IRLR 717 ECJ
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Gerster v Freistaad Bayern, C-1/95 [1997] IRLR 699 ECJ
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600 SEX DISCRIMINATION

601 Meaning of "employment"

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611 Direct discrimination

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Brennan v JH Dewhurst Ltd [1983] IRLR 357
Horsey v Dyfed County Council [1982] IRLR 395

612 Indirect discrimination

James v Eastleigh Borough Council [1990] IRLR 288 HL
Clarke and Powell v Eley (IMI Kynoch Ltd) [1982] IRLR 131

612.1 Indirect discrimination – Requirement/ condition with which fewer of particular sex can comply

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R v Secretary of State for Employment ex parte Seymour-Smith and Perez [1995] IRLR 464 CA and [1994] IRLR 448 HC
Bhudi v IMI Refiners Ltd [1994] IRLR 204
Jones v University of Manchester [1993] IRLR 218 CA
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Briggs v North Eastern Education and Library Board [1990] IRLR 181 NICA
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Clarke v Eley (IMI) Kynoch Ltd and Eley (IMI) Kynoch Ltd v Powell [1982] IRLR 482 and [1982] IRLR 131

612.14 Indirect discrimination – Requirement/ condition with which fewer of particular sex can comply – Mobility

Meade-Hill v British Council [1995] IRLR 478 CA

612.15 Indirect discrimination – Requirement/ condition with which fewer of particular sex can comply – Full-time work

Allonby v Accrington & Rossendale College [2001] IRLR 364 CA
Staffordshire County Council v Black [1995] IRLR 234
Bhudi v IMI Refiners Ltd [1994] IRLR 204
Briggs v North Eastern Education and Library Board [1990] IRLR 181 NICA
Clymo v Wandsworth London Borough Council [1989] IRLR 241
Pearse v City of Bradford Metropolitan Council [1988] IRLR 379
Kidd v DRG (UK) Ltd [1985] IRLR 190
Home Office v Holmes [1984] IRLR 299

612.16 Indirect discrimination – Requirement/ condition with which fewer of particular sex can comply – Age

Jones v University of Manchester [1993] IRLR 218 CA

612.2 Indirect discrimination – Whether justifiable

Chief Constable of Bedfordshire Constabulary v Graham [2002] IRLR 239
Lord Chancellor v Coker [2001] IRLR 116 and [1999] IRLR 396
Whiffen v Milham Ford Girls' School [2001] IRLR 468 CA
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Jones v University of Manchester [1993] IRLR 218 CA
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Home Office v Holmes [1984] IRLR 299
Clarke v Eley (IMI) Kynoch Ltd and Eley (IMI) Kynoch Ltd v Powell [1982] IRLR 482 and [1982] IRLR 131

612.3 Indirect discrimination – To detriment
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Briggs v North Eastern Education and Library Board [1990] IRLR 181 NICA
Clymo v Wandsworth London Borough Council [1989] IRLR 241
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Watches of Switzerland Ltd v Savell [1983] IRLR 141
Clarke v Eley (IMI) Kynoch Ltd and Eley (IMI) Kynoch Ltd v Powell [1982] IRLR 482 and [1982] IRLR 131

613.1 Discrimination against men – Special treatment of women in connection with pregnancy
Webb v EMO Air Cargo (UK) Ltd [1990] IRLR 124

614.1 Discrimination against married persons – Direct discrimination
Chief Constable of Bedfordshire Constabulary v Graham [2002] IRLR 239

614.2 Discrimination against married persons – Indirect discrimination
Chief Constable of Bedfordshire Constabulary v Graham [2002] IRLR 239
Kidd v DRG (UK) Ltd [1985] IRLR 190

615 Relevant circumstances the same or not materially different
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616 Victimisation
Royal National Orthopaedic Hospital Trust v Howard [2002] IRLR 849
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617 Pregnancy discrimination
Hardman v Mallon [2002] IRLR 516
GUS Home Shopping Ltd v Green [2001] IRLR 75
Halfpenny v IGE Medical Systems Ltd [2001] IRLR 96 HL and [1999] IRLR 177 CA
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Caledonia Bureau Investment & Property v Caffrey [1998] IRLR 110
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Caruana v Manchester Airport plc [1996] IRLR 378
British Telecommunications plc v Roberts [1996] IRLR 601
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(1) Dixon v Rees; (2) Hopkins v Shepherd & Partners [1993] IRLR 468
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618 Sexual harassment
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(1) Reed (2) Bull Information Systems Ltd v Stedman [1999] IRLR 299
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Wadman v Carpenter Farrer Partnership [1993] IRLR 374
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Cornelius v University College of Swansea [1987] IRLR 141 CA
Snowball v Gardner Merchant Ltd [1987] IRLR 397
Balgobin and Francis v London Borough of Tower Hamlets [1987] IRLR 401
Strathclyde Regional Council v Porcelli [1986] IRLR 134 CS and [1984] IRLR 467

619.1 Discrimination on grounds of sexual orientation
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Secretary of State for Defence v MacDonald [2001] IRLR 431 CS and [2000] IRLR 748
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619.2 Discrimination against transsexuals
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A v Chief Constable of West Yorkshire Police [2003] IRLR 32 CA and [2002] IRLR 103
Mills v Marshall [1998] IRLR 494

621 Exclusions and exceptions – Meaning of "employee"
AM v (1) WC and (2) SPV [1999] IRLR 410

621.1 Exclusions and exceptions – Meaning of "employee" – Illegal contract
Hall v Woolston Hall Leisure Ltd [2000] IRLR 578 CA
Leighton v (1) Michael and (2) Charalambous [1996] IRLR 347 ECJ

622 Exclusions and exceptions – Claim in time
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Kells v Pilkington plc [2002] IRLR 693
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Gillick v BP Chemicals Ltd [1993] IRLR 437
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623.1 Exclusions and exceptions – Excluded cases – Less than six employees
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Oliver v JP Malnick & Co [1983] IRLR 456

623.2 Exclusions and exceptions – Excluded cases – Private households
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623.3 Exclusions and exceptions – Excluded cases – Midwives
Commission of the European Communities v United Kingdom of Great Britain and NI, 165/82 [1984] IRLR 29 ECJ

623.4 Exclusions and exceptions – Excluded cases – Work outside GB
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Haughton v Olau Line (UK) Ltd [1986] IRLR 465 CA

623.5 Exclusions and exceptions – Excluded cases – Statutory office holders
Perceval-Price v Department of Economic Development [2000] IRLR 380 NICA

624.31 Exclusions and exceptions – Overlap with Equal Pay Act – Contravention of equality clause – Material factor defence
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625 Exclusions and exceptions – Retirement or death provisions
Porter v Cannon Hygiene Ltd [1993] IRLR 329 NICA
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Barber v Guardian Royal Exchange Assurance Group and Roberts v Tate & Lyle Food & Distribution [1983] IRLR 240
Garland v British Rail Engineering Ltd [1982] IRLR 111 ECJ and [1982] IRLR 257 HL
Burton v British Railways Board, 19/81 [1982] IRLR 116 ECJ

626.2 Exclusions and exceptions – Genuine occupational qualifications – Decency or privacy
Chief Constable of West Yorkshire Police v A [2002] IRLR 103
Lasertop Ltd v Webster [1997] IRLR 498
Etam plc v Rowan [1989] IRLR 150
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626.3 Exclusions and exceptions – Genuine occupational qualifications – Employee lives on premises
Sisley v Britannia Security Systems Ltd [1983] IRLR 404

627 Exclusions and exceptions – National security etc
Sirdar v Army Board, C-273/97 [2000] IRLR 47 ECJ
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628 Exclusions and exceptions – Agreement precluding complaint
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628.6 Exclusions and exceptions – Agreement precluding complaint – Compromise agreement
Royal National Orthopaedic Hospital Trust v Howard [2002] IRLR 849
Lunt v Merseyside TEC Ltd [1999] IRLR 458

631 Discrimination by employers – Selection arrangements
Coker v Lord Chancellor [1999] IRLR 396
Brennan v JH Dewhurst Ltd [1983] IRLR 357

632 Discrimination by employers – Terms offered
Clymo v Wandsworth London Borough Council [1989] IRLR 241
633 Discrimination by employers – Refusal to offer employment
Sirdar v Army Board, C-273/97 [2000] IRLR 47 ECJ
Swithland Motors plc v Clarke [1994] IRLR 275
Dornan v Belfast City Council [1990] IRLR 179 NICA
Baker v Cornwall County Council [1990] IRLR 194 CA
634 Discrimination by employers – Promotion, transfer or training
O'Donoghue v Redcar & Cleveland Borough Council [2001] IRLR 615 CA
Iske v P&O European Ferries (Dover) Ltd [1997] IRLR 401
Dornan v Belfast City Council [1990] IRLR 179 NICA
Baker v Cornwall County Council [1990] IRLR 194 CA
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635 Discrimination by employers – Benefits, facilities or services
GUS Home Shopping Ltd v Green [2001] IRLR 75
British Telecommunications plc v Roberts [1996] IRLR 601
Calder v James Finlay Corporation Ltd [1989] IRLR 55
Clymo v Wandsworth London Borough Council [1989] IRLR 241
636 Discrimination by employers – Dismissal
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(1) Reed (2) Bull Information Systems Ltd v Stedman [1999] IRLR 299
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637 Discrimination by employers – Detriments
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Abbey National plc v Formoso [1999] IRLR 222
(1) Reed (2) Bull Information Systems Ltd v Stedman [1999] IRLR 299
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Strathclyde Regional Council v Porcelli [1986] IRLR 134 CS and [1984] IRLR 467
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645 Liability of employers and principals
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Bracebridge Engineering Ltd v Darby [1990] IRLR 3
Balgobin and Francis v London Borough of Tower Hamlets [1987] IRLR 401
646 Aiding unlawful acts
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651 Discrimination by others than employers – Qualifying bodies
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735 Discrimination by employers – Benefits, facilities or services
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736 Discrimination by employers – Dismissal
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737 Discrimination by employers – Detriments
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738 Discrimination by employers – Pay
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741 Discriminatory practices
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742 Discriminatory advertising
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743 Instructions to discriminate
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744 Pressure to discriminate
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751 Discrimination by others than employers – Qualifying bodies
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755 Discrimination by others than employers – Providers of facilities or services
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760 Positive action
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771 Enforcement by CRE – Formal investigation
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772 Enforcement by CRE – Issue of non-discrimination notice
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773 Enforcement by CRE – Appeal against non-discrimination notice
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781 Compensation
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781.1 Individual remedies – Compensation – Intention to discriminate
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781.2 Individual remedies – Compensation – Injury to feelings
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781.22 Individual remedies – Compensation – Injury to feelings – Aggravated damages
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781.3 Individual remedies – Compensation – Loss of earnings and other benefits
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781.37 Individual remedies – Compensation – Loss of earnings and other benefits – Pensions
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781.5 Compensation – Damages for psychiatric injury
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781.6 Individual remedies – Compensation – Exemplary damages
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781.94 Individual remedies – Compensation – Interest
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782 Individual remedies – Action recommendation
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785.1 Individual remedies – Other redress – Appeal under an enactment
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785.2 Individual remedies – Other redress – Complainant in armed forces
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793 Tribunal procedure
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795 Conciliated settlement/compromise agreement
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796 Discovery
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797 Further particulars
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798 Effect of European Community law
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800 EMPLOYMENT RIGHTS
810 Written reason for dismissal
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Catherine Haigh Harlequin Hair Design v Seed [1990] IRLR 175
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820 Guaranteed pay
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822 Parental leave – Eligibility requirements
R v Secretary of State for Trade and Industry ex parte TUC [2000] IRLR 565 HC
828 Time off for dependants
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829 Parental leave – EC Parental Leave Directive
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836 Maternity pay – Maternity suspension
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839 EC Pregnant Workers Directive
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891.1 Insolvency protection – Meaning of "employee"

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Buchan v Secretary of State for Employment; Ivey v Secretary of State for Employment [1997] IRLR 80
Fleming v Secretary of State for Trade & Industry [1997] IRLR 682 CS

891.2 Insolvency protection – Meaning of "insolvency"

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891.8 Insolvency protection – Arrears of pay

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891.9 Insolvency protection – EC Insolvency Protection Directive

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892 Itemised pay statement

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893 Time off for antenatal care

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894 Statutory sick pay

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895.1 Protection against detriment – Health and safety

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896 Right to be accompanied at a disciplinary or grievance hearing

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896.2 Right to be accompanied at a disciplinary or grievance hearing – Meaning of "disciplinary hearing"

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911 Rehabilitation of Offenders Act – Spent conviction

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916.2 Rehabilitation of Offenders Act – Dismissal or exclusion from office, profession, occupation or employment – Exceptions

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920 Payment of wages

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Nerva v United Kingdom [2002] IRLR 815 ECHR
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920.1 Payment of wages – Meaning of "worker"

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921 Payment of wages – Deduction from wages

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Cornwall County Care Ltd v Brightman [1998] IRLR 228
Hussman Manufacturing Ltd v Weir [1998] IRLR 288
Whent v T Cartledge Ltd [1997] IRLR 153
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Saavedra v Aceground Ltd [1995] IRLR 198
Ali v Christian Salvesen Food Services Ltd [1995] IRLR 624
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Greg May (CF & C) Ltd v Dring [1990] IRLR 19
Chiltern House Ltd v Chambers [1990] IRLR 88
New Centurion Trust v Welch [1990] IRLR 123
York City & District Travel Ltd v Smith [1990] IRLR 213
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921.1 Payment of wages – Deduction from wages – Meaning of "deduction"

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Murray v Strathclyde Regional Council [1992] IRLR 396
Delaney v Staples [1991] IRLR 112 CA and [1990] IRLR 86
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Barlow v Whittle [1990] IRLR 79
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921.11 Payment of wages – Deduction from wages – Meaning of "deduction" – Error of computation

Morgan v West Glamorgan County Council [1995] IRLR 68
Yemm v British Steel plc [1994] IRLR 117

921.2 Payment of wages – Deduction from wages – Meaning of "wages"

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Jowitt v Pioneer Technology (UK) Ltd [2002] IRLR 790
New Century Cleaning Co Ltd v Church [2000] IRLR 27 CA
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921.3 Payment of wages – Deduction from wages – Whether required or authorised by statute or contract

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Fairfield Ltd v Skinner [1993] IRLR 4
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York City & District Travel Ltd v Smith [1990] IRLR 213

921.4 Payment of wages – Deduction from wages – Whether employee had agreed in writing

Discount Tobacco & Confectionery Ltd v Williamson [1993] IRLR 327
Potter v Hunt Contracts Ltd [1992] IRLR 108
Pename Ltd v Paterson [1989] IRLR 195

922.1 Payment of wages – Excluded categories of deductions – Overpayment

Hill v Chapell [2003] IRLR 19
Home Office v Ayres [1992] IRLR 59
Murray v Strathclyde Regional Council [1992] IRLR 396

922.12 Payment of wages – Excluded categories of deductions – Overpayment – Expenses

SIP (Industrial Products) Ltd v Swinn [1994] IRLR 323

922.5 Payment of wages – Excluded categories of deductions – Industrial action

Sunderland Polytechnic v Evans [1993] IRLR 196

925 Payment of wages – Claim in time

List Design Group Ltd v Douglas; List Design Group Ltd v Catley [2003] IRLR 14
Group 4 Nightspeed Ltd v Gilbert [1997] IRLR 398
Taylorplan Services Ltd v Jackson [1996] IRLR 184
Marshall v Industrial Systems & Control Ltd [1992] IRLR 294

929 Payment of wages – Remedies

List Design Group Ltd v Douglas; List Design Group Ltd v Catley [2003] IRLR 14

929.1 Payment of wages – Remedies – Repayment of deduction

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929.13 Payment of wages – Remedies – Repayment of deduction – Amount already paid

Robertson v Blackstone Franks Investment Management Ltd [1998] IRLR 376 CA

929.14 Payment of wages – Remedies – Repayment of deduction – Effect of tribunal order

Potter v Hunt Contracts Ltd [1992] IRLR 108

930 Trade Union Act

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938.3 Commercial Agents Regulations – Termination – Compensation

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939 EC Commercial Agents Directive

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940 Local Government Act

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950 Fair Employment (NI) Act

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950.1 Fair Employment (Northern Ireland) Act – Meaning of "employment"

Loughran and Kelly v Northern Ireland Housing Executive [1998] IRLR 593 HL, 70 NICA

951.1 Fair Employment (Northern Ireland) Act –

Direct discrimination
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1102 Meaning of "worker"
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1120 Bargaining unit
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1140 Method for conducting collective bargaining
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1193 CAC procedure
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1410 Legal enforceability
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1416 Legal enforceability – Union as agent for member
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1418 Legal enforceability – Duress
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1500 INDUSTRIAL ACTION
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1512 Due notice of strike
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1513 Inducement to breach of contract
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1514 Meaning of "strike"
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1516 Union as agent for member
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1517 Union liability
Express & Star Ltd v NGA (1982) [1986] IRLR 222 CA and [1985] IRLR 455 HC
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Thomas v NUM (South Wales Area) [1985] IRLR 136 HC
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1518 Peaceful picketing
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Union Traffic Ltd v TGWU [1989] IRLR 127 CA
Rayware Ltd v TGWU [1989] IRLR 134 CA
News Group Newspapers Ltd v SOGAT '82 [1986] IRLR 337 HC
Thomas v NUM (South Wales Area) [1985] IRLR 136 HC
British Airports Authority v Ashton [1983] IRLR 287 HC
Mersey Dock and Harbour Co v Verrinder [1982] IRLR 152 HC

1520 Tort immunities
London Underground Ltd v RMT [1995] IRLR 636 CA
Shipping Co Uniform Ltd v International Transport Workers' Federation [1985] IRLR 71 HC
Galt (Procurator Fiscal) v Philp [1984] IRLR 156 HC
Merkur Island Shipping Corporation v Laughton [1983] IRLR 218 HL and [1983] IRLR 26 CA
Hadmor Productions Ltd v Hamilton [1982] IRLR 102 HL
Plessey Co plc v Wilson [1982] IRLR 198 CS

1523 Tort immunities – Breach of contract
Barretts & Baird (Wholesale) Ltd v IPCS [1987] IRLR 3 HC

1525 Tort immunities – Strike ballot
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West Midlands Travel Ltd v TGWU [1994] IRLR 578 CA
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Associated British Ports v TGWU [1989] IRLR 291 HC
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1525.15 Tort immunities – Strike ballot – Notice to employers – Employees entitled to vote
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Westminster City Council v Unison [2001] IRLR 524 CA
Blackpool and The Fylde College v NATFHE [1994] IRLR 227 CA

1525.2 Tort immunities – Strike ballot – Entitlement to vote
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RJB Mining (UK) Ltd v NUM [1997] IRLR 621 HC

1525.41 Tort immunities – Strike ballot – Separate workplace ballots – Meaning of "place of work"
InterCity West Coast Ltd v RMT [1996] IRLR 583 CA

1525.42 Tort immunities – Strike ballot – Aggregated ballot
RJB Mining (UK) Ltd v NUM [1997] IRLR 621 HC

1525.53 Tort immunities – Strike ballot – Call for industrial action – Time limit
RJB Mining (UK) Ltd v NUM [1995] IRLR 556 CA

1526.5 Tort immunities – Notice of industrial action – Employees taking part
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Blackpool and The Fylde College v NATFHE [1994] IRLR 227 CA

1540 Secondary action
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Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 HC

1543 Secondary action – Suppliers/customers
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1560 Tort liability
Dimbleby & Sons Ltd v NUJ [1984] IRLR 67 CA
Mersey Dock & Harbour Co v Verrinder [1982] IRLR 152 HC

1561 Tort liability – Interference with business by unlawful means
Associated British Ports v TGWU [1989] IRLR 305 CA and [1989] IRLR 291 HC
Barretts & Baird (Wholesale) Ltd v IPCS [1987] IRLR 3 HC
Shipping Co Uniform Ltd v International Transport Workers' Federation [1985] IRLR 71 HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 HC
Merkur Island Shipping Corporation v Laughton [1983] IRLR 26 CA
Hadmor Productions Ltd v Hamilton [1982] IRLR 102 HL
Plessey Co plc v Wilson [1982] IRLR 198 CS
Norbrook Laboratories Ltd v King and Norbrook Laboratories Ltd v Sands [1982] IRLR 456 NIHC

1562 Tort liability – Trespass
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1563 Tort liability – Nuisance
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Thomas v NUM (South Wales Area) [1985] IRLR 136 HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 HC
Norbrook Laboratories Ltd v King and Norbrook Laboratories Ltd v Sands [1982] IRLR 456 NIHC

1564 Tort liability – Interference with contract by unlawful means
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Union Traffic Ltd v TGWU [1989] IRLR 127 CA
Barretts & Baird (Wholesale) Ltd v IPCS [1987] IRLR 3 HC
Falconer v ASLEF and NUR [1986] IRLR 331
News Group Newspapers Ltd v SOGAT '82 [1986] IRLR 337 HC
Shipping Co Uniform Ltd v International Transport Workers' Federation [1985] IRLR 71 HC
Thomas v NUM (South Wales Area) [1985] IRLR 136 HC
Merkur Island Shipping Corporation v Laughton [1983] IRLR 218 HL and [1983] IRLR 26 CA
1565 Tort liability – Intimidation
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Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 HC
1566 Tort liability – Assault
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1567 Tort liability – Inducing breach of statutory duty
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1570 Criminal offences and picketing
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1572 Criminal offences and picketing – Breach of the peace
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1573 Criminal offences and picketing – Obstruction of the police
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1581 Remedies – Damages
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Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 HC
1581.9 Remedies – Damages – Interest
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1582 Remedies – Injunction
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InterCity West Coast Ltd v RMT [1996] IRLR 583 CA
London Underground Ltd v RMT [1995] IRLR 636 CA
Barretts & Baird (Wholesale) Ltd v IPCS [1987] IRLR 3 HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 HC
Norbrook Laboratories Ltd v King and Norbrook Laboratories Ltd v Sands [1982] IRLR 456 NIHC
1583 Remedies – Declaration
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1586 Remedies – Restitution
Dimskal Shipping Co SA v International Transport Workers' Federation [1992] IRLR 78 HL and [1990] IRLR 102 CA
1590 Court procedure
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1596 Court procedure - Interlocutory relief
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University College London Hospital NHS Trust v Unison [1999] IRLR 31 CA
Blackpool and The Fylde College v NATFHE [1994] IRLR 227 CA
Union Traffic Ltd v TGWU [1989] IRLR 127 CA
Associated British Ports v TGWU [1989] IRLR 305 CA and [1989] IRLR 291 HC
London Underground Ltd v NUR [1989] IRLR 341 and 343 HC
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Barretts & Baird (Wholesale) Ltd v IPCS [1987] IRLR 3 HC
News Group Newspapers Ltd v SOGAT '82 [1986] IRLR 337 HC
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1598 Court procedure – Contempt
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1601 Definition of redundancy
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1602 Was employee dismissed?
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1612 Trade union – Recognition
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1620 Timing of consultation
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1621 Timing of consultation – Date of dismissal
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1623 Timing of consultation – Meaning of "establishment"
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1624 Timing of consultation – Proposed redundancy
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1630 Information
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1640 Consultation requirements
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1650 Special circumstances
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1652 Special circumstances – Insolvency
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1653 Special circumstances – Other financial circumstances
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1660 Protective award
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1662 Protective award – Just and equitable
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1663 Protective award – Seriousness of employer's default
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1667 Protective award – Offsetting payments
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1671 Protective award – Date of commencement of protected period
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1675.1 Protective award – Employer's failure to pay – Claim in time
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1698 Effect of European Community law
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1731 Rights and freedoms – Degrading treatment
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1732 Rights and freedoms – Respect for family and private life
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1732.1 Rights and freedoms – Respect for family and private life – Private life
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1734 Rights and freedoms – Freedom of expression
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1736 Rights and freedoms – Fair hearing
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1737 Effective remedy
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1738 Principle of non-discrimination
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1739 Rights and freedoms – Right to marry
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1740 Rights and freedoms – Protection of property
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1780 Remedies
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1781 Remedies – Damages
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1801 Meaning of disability – Impairment
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1801.1 Meaning of disability – Impairment – Physical impairment
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1801.2 Meaning of disability – Impairment – Mental impairment
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1801.9 Meaning of disability – Impairment – Excluded impairments
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1802 Meaning of disability – Long-term effect
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1803 Meaning of disability – Normal day-to-day activities
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1803.4 Meaning of "disability" – Normal day-to-day activities – Continence
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1803.7 Meaning of disability – Normal day-to-day activities – Memory or ability to concentrate, learn or understand
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1804 Meaning of disability – Substantial adverse effect
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1805 Meaning of disability – Effect of medical treatment
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1806 Meaning of "disability" – Progressive conditions
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1807 Meaning of disability – Past disabilities
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1811 Less favourable treatment
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1811.1 Less favourable treatment – Reason related to disability
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1811.2 Less favourable treatment – Others to whom reason does not apply
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1812 Failure to make reasonable adjustment
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Quinn v Schwarzkopf Ltd [2002] IRLR 602 CS
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1813 Justification
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1813.1 Justification – Material to the circumstances of particular case
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1813.2 Justification – Substantial reason
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1821 Duty to make reasonable adjustment – Employer's arrangements
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1822 Duty to make reasonable adjustment – Physical features of premises
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1823 Duty to make reasonable adjustment – When duty applies
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1823.1 Duty to make reasonable adjustment – When duty applies – Substantial disadvantage
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1823.5 Duty to make reasonable adjustment – When duty applies – Knowledge of disability
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1831 Discrimination by employers – Selection arrangements
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1836 Discrimination by employers – Dismissal
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1837 Discrimination by employers – Detriments
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1845 Liability of employers and principals
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1855 Discrimination by others than employers – Providers of goods, facilities, services or premises
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1857 Discrimination by others than employers – Principals
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1861 Exclusions and exceptions – Meaning of "employee"
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1862 Exclusions and exceptions – Claim in time
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1863 Excluded cases – Small employer exclusion
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1865 Exclusions and exceptions – Death of applicant
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1870 Enforcement by DRC
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1881.2 Compensation – Injury to feelings
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1881.3 Compensation – Loss of earnings and other benefits
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1881.4 Compensation – Mitigation of loss
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1893 Tribunal procedure
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1896 Discovery
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2210 Exclusion from membership
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2220 Unjustifiable discipline of union member
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2221.1 Unjustifiable discipline of union member – Definition of "discipline" – Expulsion from membership
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2221.4 Unjustifiable discipline of union member – Definition of "discipline" – Access to benefits, services or facilities
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2221.6 Unjustifiable discipline of union member – Definition of "discipline" – Any other detriment
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2222.2 Unjustifiable discipline of union member – Claim in time – Delay due to appeal
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2223 Unjustifiable discipline of union member – Conduct occasioning disciplinary determination
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2223.1 Unjustifiable discipline of union member – Conduct occasioning disciplinary determination – Failure to support strike or other industrial action
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2223.3 Unjustifiable discipline of union member – Conduct occasioning disciplinary determination – Assertions against union
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2228.2 Unjustifiable discipline of union member – Remedies – Compensation
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2228.21 Unjustifiable discipline of union member – Remedies – Compensation – Determination by EAT
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2250 Expulsion from membership
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2260 Breach of union rules
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2270 Remedies
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2271 Remedies – Injunction
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2272 Remedies – Declaration
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2273 Remedies – Compensation
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Howard v NGA [1984] IRLR 489
2274 Remedies – Damages
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2293 Tribunal procedure
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2296 Remedies – Interlocutory relief
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Bourne v Colodense Ltd [1985] IRLR 339 CA
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2510 Liability generally
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2511 Liability – Authorisation of act
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2512 Liability – Endorsement of act
Richard Read (Transport) Ltd v NUM (South Wales Area); George M Read Ltd v NUM (South Wales Area) [1985] IRLR 67 HC
2513 Liability – Repudiation of act
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2524 Responsible persons – Other employed official
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2551.1 Ballots – Purpose of ballot – Strike or other industrial action
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2551.3 Ballots – Purpose of ballot – Union rules
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2560 Trade union officials
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2561 Trade union officials - Elections
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2582.3 Amalgamations and transfers of engagements – Ballot of union members – Entitlement to vote
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3592 Damages – General – Loss of amenity

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ISSN 0307-5591